(CONT.)
4487 CAREER CHANGE IS DETRIMENTAL OR THAT INCREASED CAREER CHANGE IS CAUSED BY ADDITIONAL
EDUCATION. (MBM)
ERIC: ED044350

4488 SOMEPLACE TO TURN JUN 72
LEHMANN, PHYLLIS E.
MANPOWER:4:6:16-22
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, JOB PLACEMENT, PART
TIME JOBS, WORKING WOMEN, WASHINGTON OPPORTUNITIES FOR WOMEN, WOW
VOLUNTEER GROUP FINDS EDUCATED WOMEN REQUIRE SPECIALIZED JOB INFORMATION FOR THEIR
UNIQUE EMPLOYMENT PROBLEMS. (BH)
ERIC: EJ060226

4489 SOMETHING OF VALUE MAR 72
MANPOWER:4:3:2-6
ADULT VOCATIONAL EDUCATION, CAREER OPPORTUNITIES, DISADVANTAGED YOUTH, EMPLOYMENT
PROGRAMS, FEDERAL PROGRAMS, ON THE JOB TRAINING, OUT OF SCHOOL YOUTH, NEIGHBORHOOD YOUTH
CORPS, PROJECT VALUE
THROUGH RELAXED CIVIL SERVICE REQUIREMENTS, THE DEFENSE DEPARTMENT PLACED NEIGHBORHOOD
YOUTH CORPS TRAINEES IN MILITARY INSTALLATIONS, WITH PERMANENT JOBS TO FOLLOW 9 MONTHS
OF TRAINING AND WORK EXPERIENCE. (BH)
ERIC: EJ054435

4490 SOMEWHERE TO GO SEP 73
PERLMAN, LAURA
MANPOWER:5:9:9-14
EMPLOYMENT SERVICES, EMPLOYMENT PROGRAMS, CORRECTIONAL REHABILITATION, REHABILITATION
COUNSELING, VOCATIONAL REHABILITATION, PRISONERS, MANPOWER DEVELOPMENT
EMPLOYMENT SERVICE PROJECT DRAWS ON VARIED RESOURCES TO HELP EX-CONVICTS. (EDITOR)
ERIC: EJ083775

4491 SONGBOOK TO ACCOMPANY MUSIC FOR PRESCHOOL. SEP 71
ADKINS, DOROTHY C.;AND OTHERS
HAWAII UNIV., HONOLULU. EDUCATION RESEARCH AND DEVELOPMENT CENTER. OFFICE OF ECONOMIC
OPPORTUNITY, WASHINGTON, D.C. JOB CORPS.
NOTES: 35P.
CURRICULUM GUIDES, INSTRUCTIONAL AIDS, MUSIC ACTIVITIES, PRESCHOOL PROGRAMS, RESOURCE
MATERIALS, SINGING, VOCAL MUSIC
SONGS DESIGNED FOR USE WITH THE UNIVERSITY OF HAWAII CURRICULUM, MUSIC FOR PRESCHOOL,
ARE PRESENTED ALPHABETICALLY WITH THE RECOMMENDED LEVEL FOR INTRODUCTION OF EACH SONG
INCLUDED AFTER ITS TITLE. INSTRUCTIONS FOR USING THE SONGS IN THE PRESCHOOL PROGRAM ARE
FOUND IN THE CURRICULUM MANUAL. THERE ARE SPECIFIC SUGGESTIONS FOR USING THE SONGS IN
THE MUSIC PROGRAM AS WELL AS RECOMMENDATIONS FOR USING THEM FOR DEVELOPING LANGUAGE AND
NUMERICAL CONCEPTS. THE ORIGIN OF EACH SONG IS ALSO NOTED, WHETHER IT IS FROM A FOREIGN
COUNTRY, A PARTICULAR STATE, OR IS A PARTICULAR TYPE SUCH AS SPIRITUAL, GAME SONG, ETC.
(LH)
ERIC: ED068147 CENTER FOR RESEARCH IN EARLY CHILDHOOD EDUCATION, UNIVERSITY OF
HAWAII, HONOLULU, HAWAII 96822 ($7.00 PLUS $1.00 FOR AIRMAIL POSTAGE)

4492 THE SOUL BROTHER. 26 MAR 70
SCOTT, JOHN F.
NOTES: 18P.; PAPER PRESENTED AT THE 47TH ANNUAL MEETING OF THE AMERICAN ORTHOPSYCHIATRY
ASSOCIATION, SAN FRANCISCO, CALIF., MARCH 26, 1970
ADOLESCENTS, BEHAVIOR PATTERNS, DISADVANTAGED YOUTH, GHETTOS, IDENTIFICATION
(PSYCHOLOGICAL), MIDDLE CLASS VALUES, NEGROES, PEER GROUPS, SELF CONCEPT, SOCIAL VALUES,
VERBAL ABILITY, WORK ATTITUDES
THIS PAPER EXPLORES BEHAVIOR PATTERNS OF LOWER CLASS BLACK ADOLESCENTS AND CONTENDS THAT
THEIR SEEMINGLY ILLOGICAL AND IRRATIONAL BEHAVIOR IS, IN FACT, MEANINGFUL AND
UTILITARIAN WITHIN THE CONTEXT OF THEIR ENVIRONMENTS. THE EFFECTS OF SOCIAL AND
RESIDENTIAL SEGREGATION AND THE LACK OF STABLE SOCIAL INSTITUTIONS REINFORCE STRONG
FEELINGS OF GROUP ISOLATION AND ENHANCE PEER GROUP PRESSURE. BEHAVIORS SHOULD BE SEEN AS
ADAPTATIONS TO FRUSTRATIONS OF EXCLUSION AND SYMPTOMATIC OF THE NEED FOR NEW FORMS OF
SOCIAL ORGANIZATION, NOVEL SOCIAL PRACTICES, AND SELF-IDENTITY. THUS, REJECTION OF
MIDDLE CLASS WORK STYLES AND TIME ORIENTATION REFLECT THE ADOLESCENTS NEED TO AVOID
CONFRONTING THE HUMILIATING REALITIES OF LOW-PAYING MENIAL JOBS. MOREOVER, IN A SOCIAL
MILIEU WHICH DOES NOT SANCTION PRESENT SACRIFICES FOR FUTURE REWARDS, PLEASURE-SEEKING
ACTIVITIES ARE NOT ONLY ENCOURAGED BUT OFFER A DEFIANT ALTERNATIVE TO MIDDLE CLASS
VALUES. VERBAL GAMES SUCH AS THE DOZENS AND SIGNIFYING PROVIDE AN AVENUE FOR
MANIPULATING PEERS AND ACHIEVING A SENSE OF ADEQUACY. SOUL, THE OPPOSITE OF WHITE
HYPOCRISY AND PHONINESS, GIVES THE BLACK A SENSE OF GROUP COHESIVENESS AND SUPERIORITY
OVER HIS OPPRESSOR. (KG)
ERIC: ED040256

4493 THE SOURCES OF AMERICAN INEQUALITY, 1896-1948 1976
WILLIAMSON, J.G.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.58, NO.4, NOV 1976, P. 387-397. BIBLIOG. 20
ECONOMIC HISTORY, ECONOMIC THEORY, ECONOMICS, FULL EMPLOYMENT, INCOME DISTRIBUTION,
LABOR FORCE, MODELING, PUBLIC ADMINISTRATION, STATISTICS, SUPPLY AND DEMAND, UNITED

(CONT.)
4493 STATES, WAGES
NET FACTOR SUPPLY FORCES FAIL TO ACCOUNT FOR MORE THAN A MODEST PORTION OF THE SECULAR SWING IN AMERICAN INEQUALITY AFTER 1896. THE VARIOUS COMPONENTS OF THE FACTOR DEMAND ARE ANALYZED AND INCORPORATED IN MODEL. THE VARIOUS SOURCES OF INEQUALITY ARE DECOMPOSED.
MGMT: RES76K0387

4494 SOURCES OF OCCUPATIONAL INFORMATION. JAN66
HOPFENGARDNER, JERROLD D., ED.
OHIO STATE DEPT. OF EDUCATION, COLUMBUS. DIV. OF GUIDANCE AND TESTING.
NOTES: 59P.
ANNOTATED BIBLIOGRAPHIES, INFORMATION SOURCES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION
THE 150 ANNOTATED REFERENCES IN THIS BIBLIOGRAPHY MEET ONE OR MORE OF THE OBJECTIVES--(1) PRESENT SOURCES OF AVAILABLE OCCUPATIONAL INFORMATION, (2) IDENTIFY MATERIALS PRESENTING OCCUPATIONAL INFORMATION FOR STUDENTS, COUNSELORS, AND OTHERS INVOLVED IN EDUCATIONAL SERVICES, AND (3) DESCRIBE TECHNIQUES FOR GATHERING, ORGANIZING, AND USING OCCUPATIONAL INFORMATION. ALL REFERENCES HAVE BEEN RECENTLY PUBLISHED AND ARE GROUPED ACCORDING TO THE SOURCES--(1) U.S. GOVERNMENT PUBLICATIONS, (2) STATE PUBLICATIONS, (3) ARMED FORCES PUBLICATIONS, (4) COMMERCIAL PUBLICATIONS, AND (5) PROFESSIONAL PUBLICATIONS AND PERIODICALS. A LIST OF POPULAR PERIODICALS WHICH FREQUENTLY CONTAIN ARTICLES ABOUT OCCUPATIONS OR VOCATIONAL CHOICE, A LIST OF ORGANIZATION REPRESENTING THE OCCUPATIONS MOST FREQUENTLY INQUIRED ABOUT, AND A LIST OF LOCAL SOURCES OF OCCUPATIONAL INFORMATION ARE INCLUDED. A SUBJECT AND A TITLE INDEX ARE PROVIDED. (PS)
ERIC: ED020398

4495 SOUTHERN BLACK YOUTHS ORIENTATIONS TOWARD MILITARY SERVICE A METROPOLITAN-NONMETROPOLITAN COMPARISON SPR 73
KUVLESKY, WILLIAM P.;DIETRICH, KATHERYN THOMAS
JOURNAL OF POLITICAL AND MILITARY SOCIOLOGY:1:105-120
MILITARY SERVICE, NEGRO YOUTH, RURAL URBAN DIFFERENCES, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, CAREER CHOICE, SOCIOECONOMIC STATUS, SOUTHERN ATTITUDES
IN A STUDY OF MILITARY ORIENTATIONS OF 98 BLACK HIGH SCHOOL SOPHMORES IN SELECTED NONMETROPOLITAN EAST TEXAS COUNTIES AND III BLACK SOPHMORES FROM A HOUSTON, TEXAS HIGH SCHOOL, THE FOLLOWING HYPOTHESES WERE EXAMINED (1) NONMETROPOLITAN BLACKS HAVE A MORE POSITIVE ORIENTATION TOWARD MILITARY SERVICE THAN METROPOLITAN BLACKS; (2) LOWER-CLASS METROPOLITAN BOYS WITH HIGH OCCUPATIONAL ASPIRATIONSHAVE MORE POSITIVE ORIENTATIONS TO MILITARY SERVICE THAN OTHER METROPOLITAN YOUTH. WHILE THE HYPOTHESES WERE UNSUPPORTED, RELEVANT INFERENCES ARE DRAWN AND SUGGESTIONS OFFERED FOR FUTURE STUDY. (AUTHOR/EH)
ERIC: EJ115134

4496 SPANISH AMERICANS AND INDIANS IN THE LABOR MARKET. VOLUME 1 MINORITIES IN THE LABOR MARKET. 75
WILBER, GEORGE L.;AND OTHERS
KENTUCKY UNIV., LEXINGTON. SOCIAL WELFARE RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 254P.
ACADEMIC ACHIEVEMENT, AGE, AMERICAN INDIANS, CAUCASIANS, COMPARATIVE ANALYSIS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), LABOR FORCE, LABOR MARKET, MEXICAN AMERICANS, MINORITY GROUPS, NEGROES, OCCUPATIONAL MOBILITY, PUERTO RICANS, SEX DISCRIMINATION, SOCIOECONOMIC BACKGROUND, SPANISH AMERICANS, SPANISH CULTURE, WORKING WOMEN, AMERICANS OF SPANISH ORIGIN
PARTICIPATION AND STATUS ACHIEVEMENTS OF SPANISH ORIGIN PERSONS AND AMERICAN INDIANS IN THE LABOR MARKET WERE EVALUATED RELATIVE TO THE PARTICIPATION OF WHITES. AN ULTIMATE AIM WAS TO IDENTIFY FACTORS CONTRIBUTING TO INTERGROUP DIFFERENCES AND TO DETERMINE WHETHER PARTICIPATION DIFFERENCES REFLECT DISCRIMINATION. FACTORS EXAMINED WERE AGE, SEX, EDUCATION, JOB TRAINING, MARITAL STATUS, FERTILITY, AND FAMILY SIZE. WITHIN THE LABOR MARKET CONTEXT, INEQUALITIES AND DISCRIMINATION WERE EXAMINED IN TERMS OF LABOR FORCE PARTICIPATION, OCCUPATIONAL ACHIEVEMENT AND MOBILITY, AND EARNINGS FROM WAGES AND SALARIES. DATA WERE DERIVED FROM THE UNITED STATES CENSUS PUBLIC USE SAMPLE FILES FOR 1970. THE SAMPLE CONSISTED OF ALL PERSONS 14 TO 69 YEARS OF AGE WHO WERE NOT RESIDENTS OF INSTITUTIONS NOR ENROLLED IN SCHOOL IN 1970. EVIDENCE LED TO 4 GENERAL CONCLUSIONS (1) COLOR-ETHNIC-SEX INEQUALITIES IN STATUS PERMEATED THE LABOR MARKET; (2) SPANISH ORIGIN, AMERICAN INDIAN, AND BLACK MEN WERE DISCRIMINATED AGAINST IN THEIR LABOR FORCE PARTICIPATION, OCCUPATIONAL ACHIEVEMENT, MOBILITY, AND EARNINGS; (3) WOMEN IN THESE MINORITY GROUPS, ALONG WITH WHITE WOMEN, WERE SUBJECTED TO SEVERE DISCRIMINATION, THE MAGNITUDE OF WHICH WAS FAR GREATER THAN THAT EXPERIENCED BY MINORITY MEN AND (4) INEQUALITIES AMONG WOMEN IN THE LABOR MARKET WERE COMPARATIVELY SMALL AND THE STATUS OF MINORITY WOMEN WAS NOT CONSISTENTLY INFERIOR TO THAT OF WHITE WOMEN. (NQ)
ERIC: ED113118

4497 THE SPANISH ORIGIN ELDERLY A DEMOGRAPHIC SURVEY, 1970-75. 14 JAN 77
ESTRADA, LEONARDO F.
NOTES: 22P.; PAPER PRESENTED AT THE RESEARCH UTILIZATION PROJECT/THE GENERATION CONNECTION, TEXAS STATE DEPARTMENT OF PUBLIC WELFARE CONFERENCE (MCALLEN, TEXAS, JANUARY 14, 1977) ; BEST COPY AVAILABLE
ACADEMIC ACHIEVEMENT, CENSUS FIGURES, CUBANS, FAMILY STATUS, INCOME, LABOR FORCE, MEXICAN AMERICANS, OLDER ADULTS, POPULATION GROWTH, PUERTO RICANS, SENIOR CITIZENS,

(CONT.)
4497 SOCIOECONOMIC BACKGROUND, SPANISH SPEAKING, STATISTICAL DATA
SOCIOECONOMIC FACTORS RELATED TO SECOND CLASS CITIZENSHIP CAN NOT ONLY LIMIT OPPORTUNITIES BUT ALSO CONTRIBUTE TO AN ACCELERATION OF THE AGING PROCESS. THIS PAPER PRESENTS BASELINE DATA ON THE SOCIOECONOMIC PLIGHT OF THE SPANISH SPEAKING ELDERLY. DATA PERTAIN TO POPULATION GROWTH, NATIVITY, FAMILY STATUS, EDUCATION, LABOR FORCE PARTICIPATION, INCOME, HOME OWNERSHIP, MOBILITY, CRIME VICTIMIZATION, AND VOTING. DATA INDICATE THAT ALTHOUGH THE ELDERLY SPANISH ORIGIN POPULATION HAS NUMERICALLY TRIPLED IN THE LAST TWO DECADES, THEY REPRESENT APPROXIMATELY 3.5(OF THE TOTAL SPANISH ORIGIN POPULATION; THE SPANISH ORIGIN ELDERLY ARE LARGELY YOUNGER ELDERLY; HALF ARE OF MEXICAN ORIGIN; THREE-QUARTERS LIVE IN THE CENTRAL CITY OF LARGER METROPOLITAN AREAS; APPROXIMATELY 10(LIVE WITH THEIR CHILDREN; THE MAJORITY LIVE IN HUSBAND-WIFE PRIMARY FAMILY HOUSEHOLDS; FEMALES ARE MORE LIKELY TO LIVE ALONE THE SPANISH SPEAKING ELDERLY HAVE THE SECOND HIGHEST ILLITERACY RATE IN THE U.S. AMONG RACIAL/ETHNIC GROUPS; THEY ARE LESS LIKELY THAN OTHER ELDERLY TO BE RETIRED; THEY HAVE EXTREMELY HIGH RATES OF HOME OWNERSHIP AND ARE MORE LIKELY THAN NOT TO OWN A HOME BUILT BEFORE 1949; THEY REPORT LOW RATES OF VICTIMIZATION AND EXHIBIT HIGH RATES OF FEELING SAFE IN THEIR NEIGHBORHOODS; AND THEY HAVE THE HIGHEST RATES OF INTER-COUNTY MOBILITY, ESPECIALLY AMONG PERSONS 85 YEARS AND OVER. (NQ)
ERIC: ED137001

4498 SPANISH SURNAMED AMERICAN EMPLOYMENT IN THE SOUTHWEST. 70
SCHMIDT, FRED H.
CALIFORNIA UNIV., LOS ANGELES. INST. OF INDUSTRIAL RELATIONS. COLORADO CIVIL RIGHTS COMMISSION, DENVER.; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, WASHINGTON, D.C.
NOTES: 251P.
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), GEOGRAPHIC REGIONS, MANPOWER UTILIZATION, MINORITY GROUPS, SOCIAL DISCRIMINATION, SPANISH AMERICANS, UNSKILLED OCCUPATIONS, SOUTHWEST
THIS REPORT PROVIDES STATISTICAL DATA ON THE JOB PATTERNS THAT PREVAIL FOR SPANISH AMERICANS IN ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO, AND TEXAS. THE SOUTHWEST ONCE REPRESENTED AN INTERNAL COLONIAL EMPIRE TO THE UNITED STATES, AND THE INHABITANTS WERE TREATED AS SUCH. PRESENT EMPLOYMENT PATTERNS MUST BE VIEWED IN THIS LIGHT. THE DATA SHOW THAT SPANISH AMERICANS ARE GREATLY UNDERREPRESENTED IN WHITE COLLAR OCCUPATIONS AND THE TRAINING PROGRAMS FOR THESE OCCUPATIONS, BUT THEY ARE FAIRLY WELL REPRESENTED IN CRAFTSMEN JOBS AND IN ON-THE-JOB TRAINING PROGRAMS FOR BLUE-COLLAR OCCUPATIONS. THE PRESENCE OF A LARGE PROPORTION OF SPANISH AMERICANS IN THE POPULATION DOES NOT IMPROVE WHITECOLLAR EMPLOYMENT OPPORTUNITIES IN A REGION, EVEN FOR THE LOWEST LEVEL JOBS. (BH)
ERIC: ED045835 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (Y3.EQ2 2SP2,$2.00)

4499 SPEAKING THE JAPANESE BUSINESS LANGUAGE 1975
SEWARD, J.
EUROPEAN BUSINESS, NO.43, WINTER 1975, P. 40-47.
BUSINESS ETHICS, COMMUNICATION SYSTEMS, COMPETITION, CONSUMER MOTIVATION, CORPORATE RESPONSIBILITY, DECISION MAKING, ECONOMICS, EMPLOYMENT POLICY, EXECUTIVE COMPENSATION, EXPENSE ACCOUNT, GOVERNMENTAL CONTROL, INCOME, JAPAN, MANAGEMENT, MANAGEMENT CONTROL, MANAGEMENT THEORY, MANAGEMENT TRAINING, PROFIT MOTIVE, PUBLIC RELATIONS, SALESMEN AND SALESMANSHIP, UNITED STATES
JAPANS THEORIES OF BUSINESS MANAGEMENT AND THE TEN COMMANDENTS FOR DOING BUSINESS IN JAPAN.
MGMT: EJ375M0043

4500 SPECIAL JOB CREATION FOR THE HARD-TO-EMPLOY IN WESTERN EUROPE. MANPOWER RESEARCH MONOGRAPH NO. 14. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 46P.
EMPLOYMENT PROGRAMS, DISADVANTAGED GROUPS, DEVELOPED NATIONS, JOB DEVELOPMENT, EMPLOYMENT LEVEL, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, UNSKILLED WORKERS, HANDICAPPED, WESTERN EUROPE
EUROPES GREATER EMPHASIS ON FULL EMPLOYMENT SHOWS UP NOT ONLY IN UNEMPLOYMENT RATES LOWER THAN THOSE IN THE UNITED STATES, BUT ALSO IN STRONGER PROGRAMS OF JOB CREATION FOR THE HARD-TO-EMPLOY. SPECIAL PUBLIC WORKS PROGRAMS, WHICH PROVIDE JOBS FOR THOSE WHO ARE UNEMPLOYED BECAUSE OF STRUCTURAL, REGIONAL, OR SEASONAL FACTORS, ACCOMPLISH SOCIALLY DESIRABLE PROJECTS IN ADDITION TO FREEING THE UNEMPLOYED FROM THE STIGMA OF WELFARE. THESE PROJECTS HAVE THE ADDED ATTRACTION OF HAVING QUITE FLEXIBLE IMPACT, BOTH IN MAGNITUDE AND IN GEOGRAPHIC OR OCCUPATIONAL EFFECT. IN ADDITION TO PUBLIC WORKS PROJECTS, SEVERAL COUNTRIES HAVE UNDERTAKEN LARGE-SCALE PROGRAMS OF SHELTERED EMPLOYMENT FOR THE HANDICAPPED. EVEN WHEN INDIVIDUAL BENEFITS ARE IGNORED, PROGRAM COSTS ARE AT LEAST PARTIALLY OFFSET BY BENEFITS TO SOCIETY, INCLUDING INCREASED OUTPUT AND A SHIFT FROM TRANSFER PAYMENTS TO TAX RECEIPTS AS THE HANDICAPPED BECOME WAGE EARNERS. THESE EXPERIENCES SHOULD BE USEFUL TO AMERICAN MANPOWER PLANNERS. (BH)
AIM/ARM: VT011293 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 14, $.10).

4501 SPECIAL PROGRAM FOR EMERGENCY EMPLOYMENT DEVELOPMENT HANDBOOK. JUL 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF EMPLOYMENT DEVELOPMENT PROGRAMS.
NOTES: 41P.

(CONT.)

4501 EMERGENCY PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, FINANCIAL SUPPORT, GEOGRAPHIC REGIONS, MANPOWER UTILIZATION, MANUALS, PARTICIPATION, PROGRAM ADMINISTRATION, PROGRAM BUDGETING, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, PROGRAM LENGTH, UNEMPLOYED, STATE LOCAL RELATIONSHIP

THE HANDBOOK PROVIDES A THOROUGH DESCRIPTION OF THE PHILOSOPHY AND OPERATING INSTRUCTIONS OF THE SPECIAL PROGRAM FOR EMERGENCY EMPLOYMENT DEVELOPMENT (SPEED). IT INCLUDES THE PURPOSE AND DESCRIPTION; SPONSORSHIP; ELIGIBILITY REQUIREMENTS; USER AGENCIES; PROGRAM DURATION; LENGTH OF ENROLLMENT; PARTICIPANT TERMINATION; DESCRIPTION OF SERVICES; WORK STANDARDS; PROJECT DEVELOPMENT, REVIEW APPROVAL AND FUNDING; ES MONITORING; REPORTING; AND STIPEND PAYMENTS. (AUTHOR)

ERIC: ED084351 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-218 363, MF $1.45, HC $3.00)

4502 A SPECIAL PROJECT DESIGNED TO OFFER OCCUPATIONAL INFORMATION TO ADULTS IN ABE CLASSES AND TO RESEARCH THE PERFORMANCES OF THOSE ADULTS WHO TOOK ADVANTAGE OF OPPORTUNITIES FOR FURTHER TRAINING. SEP 74

PRYOR PUBLIC SCHOOLS, OKLA. OKLAHOMA STATE DEPT. OF EDUCATION, OKLAHOMA CITY. ADULT EDUCATION SECTION.

NOTES: 21P.

ADULT BASIC EDUCATION, OCCUPATIONAL INFORMATION, SURVEYS, FOLLOWUP STUDIES, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, OCCUPATIONAL GUIDANCE, OKLAHOMA

THE GOALS OF THIS PROJECT WERE TO PROVIDE OCCUPATIONAL INFORMATION TO ADULT BASIC EDUCATION STUDENTS AND TO RESEARCH THE EFFECTIVENESS OF THE PROJECT THROUGH A FOLLOWUP SURVEY. THE GEOGRAPHIC AREA SERVED INCLUDED FIVE COUNTIES IN NORTHEASTERN OKLAHOMA. NEEDS AND INTERESTS OF STUDENTS ENROLLED IN ADULT BASIC EDUCATION COURSES WERE ASSESSED BY QUESTIONNAIRE. COUNSELOR INTERVIEWS WITH INTERESTED STUDENTS FOLLOWED, WHICH FOCUSED ON JOB REQUIREMENTS AND QUALIFICATIONS, PREPARATION, AND TRAINING. GUEST LECTURERS--VOCATIONAL-TECHNICAL PERSONNEL, BUSINESS LEADERS, AND COMMUNITY ACTION REPRESENTATIVES--ALSO PARTICIPATED. A FOLLOWUP EVALUATION INSTRUMENT WAS SENT TO DETERMINE STUDENT PROGRESS IN SEEKING FURTHER TRAINING OR EMPLOYMENT. THE FOLLOWUP PROCEDURE IS DETAILED IN THE REPORT, AND THE RESULTS OF THE SURVEY ARE ANALYZED. THE RESULTS INDICATED THAT 59 PERCENT HAD TAKEN THE FIRST STEP IN PURSUING CAREER DEVELOPMENT, THE MAJOR GOAL OF THE PROJECT. AMONG THE CONCLUSIONS WERE THE FINDINGS THAT MOST STUDENTS HAD NO CONCEPT OF THE OCCUPATIONAL AND TRAINING OPPORTUNITIES AVAILABLE. IT WAS ALSO FOUND THAT STUDENTS ADOPTED A MORE REALISTIC APPROACH TO SEEKING SHORT TERM GOALS WHEN KNOWLEDGE OF JOB QUALIFICATIONS WAS ACQUIRED. BOTH THE INITIAL NEEDS ASSESSMENT AND EVALUATION QUESTIONNAIRES ARE INCLUDED. (NJ)

AIM/ARM: VT103079

4503 SPECIAL YOUTH EMPLOYMENT AND TRAINING SCHEMES FOR DEVELOPMENT PURPOSES. EIGHTH ITEM ON THE AGENDA, INTERNATIONAL LABOUR CONFERENCE (53RD SESSION, GENEVA, 1969). 68

INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND)

NOTES: 63P.

SURVEYS, YOUTH EMPLOYMENT, EDUCATIONAL PROGRAMS, INTERNATIONAL ORGANIZATION, QUESTIONNAIRES, PARTICIPATION, PROGRAM ADMINISTRATION, INTERNATIONAL LABOR ORGANIZATION

VARIOUS TYPES OF SCHEMES HAVE BEEN DEVISED TO PROVIDE EMPLOYMENT AND TRAINING FOR YOUNG PERSONS AND ALSO TO AID COUNTRIES IN SOCIAL AND ECONOMIC DEVELOPMENT. THESE SCHEMES MAY BE DIVIDED BROADLY INTO TWO CATEGORIES (1) THOSE WHICH EMPHASIZE TRAINING FOR UNSKILLED YOUTH, AND (2) THOSE WHICH EMPHASIZE SERVICE TO THE COMMUNITY BY EDUCATED YOUTH. DESCRIPTIONS OF RURAL AND URBAN PROGRAMS, MULTIPURPOSE AND SETTLEMENT SCHEMES, AND PROGRAMS FOR YOUNG WOMEN ARE INCLUDED. DATA ARE ALSO INCLUDED ON ITEMS WHICH MIGHT BE CONSIDERED BY THE INTERNATIONAL LABOR CONFERENCE IN SETTING STANDARDS AND PROVIDING GUIDELINES FOR YOUTH EMPLOYMENT AND TRAINING SCHEMES. THE REPORT CONCLUDES WITH A QUESTIONNAIRE ON YOUTH EMPLOYMENT PROGRAMS TO BE SENT TO THE VARIOUS GOVERNMENTS. (BC)

AIM/ARM: VT007710 PUBLIC INFORMATION BRANCH, INTERNATIONAL LABOR OFFICE, 917 FIFTEENTH STREET, N.W., WASHINGTON, D.C. 20005 ($.75).

4504 SPECIAL YOUTH EMPLOYMENT AND TRAINING SCHEMES FOR DEVELOPMENT PURPOSES. REPORT NO. 1. 69

INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).

NOTES: 49P.; PROPOSED TEXT OF AGENDA ITEM TO BE PRESENTED AT THE INTERNATIONAL LABOUR CONFERENCE SESSION (54TH, GENEVA, SWITZERLAND, 1970)

CONFERENCE REPORTS, INTERNATIONAL ORGANIZATIONS, JOB TRAINING, LABOR, LABOR PROBLEMS, YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS

SUMMARIZED IN THIS DOCUMENT ARE THE ACTIVITIES, CONCLUSIONS, AND PROPOSED RECOMMENDATIONS ENACTED BY MEMBERS OF THE 53RD SESSION OF THE INTERNATIONAL LABOUR CONFERENCE. CONTENTS BY CHAPTER INCLUDE (1) PROCEEDINGS OF THE 53RD SESSION OF THE CONFERENCE RELATING TO SPECIAL YOUTH EMPLOYMENT AND TRAINING SCHEMES FOR DEVELOPMENT PURPOSES, AND (2) PROPOSED TEXT OF THE RECOMMENDATION MADE CONCERNING SPECIAL YOUTH EMPLOYMENT AND TRAINING SCHEMES FOR DEVELOPMENT PURPOSES. THE PURPOSE OF THIS REPORT WAS TO PROVIDE THE PROPOSED TEXT TO GOVERNMENTS SO THAT GOVERNMENTS MIGHT SUGGEST AMENDMENTS OR MAKE COMMENTS. A SECOND RELATED DOCUMENT CONTAINING MORE CONCLUSIVE INFORMATION IS AVAILABLE IN THIS ISSUE AS VT 019 0A4. (SN)

ERIC: ED073299

4505 SPECIAL YOUTH EMPLOYMENT AND TRAINING SCHEMES FOR DEVELOPMENT PURPOSES. REPORT NO. 2.

70
INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).
NOTES: 59P.: PROPOSED TEXT OF AGENDA ITEM TO BE PRESENTED AT THE INTERNATIONAL LABOUR CONFERENCE SESSION (54TH, GENEVA, SWITZERLAND, 1970)
CONFERENCE REPORTS, INTERNATIONAL ORGANIZATIONS, JOB TRAINING, LABOR, LABOR PROBLEMS, YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
THIS IS THE SECOND OF TWO REPORTS FOCUSING ON THE PROCEEDINGS AND PROPOSED RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE AT ITS 53RD SESSION. CONTAINED ARE THE REACTIONS OF THE VARIOUS GOVERNMENTS TO THE PROPOSED RECOMMENDATION, AS WELL AS ALTERED VERSIONS OF THE PROPOSED RECOMMENDATION, IN ENGLISH AND FRENCH. THE OTHER REPORT IS AVAILABLE IN THIS ISSUE AS VT 019 083. (SN)
ERIC: ED073300

4506 SPECIALISTS IN SCOUTING WOMEN 1977
BUSINESS WEEK, NO.2480, APRIL 25, 1977, P. 106Q-106V.
EXECUTIVE, HIRING, HUMAN RESOURCE DEVELOPMENT, MANAGER, RECRUITMENT, WOMEN, WOMEN IN BUSINESS
CORPORATE DEMAND FOR QUALIFIED FEMALE MANAGERS AND TECHNICAL PERSONNEL COMBINED WITH LARGER NUMBERS OF FEMALE APPLICANTS FOR MANAGERIAL AND PROFESSIONAL POSITIONS HAVE CREATED AN INDUSTRY OF WOMAN HEADHUNTERS.
MGMT: BWE77025+6-4

4507 SPECIALIZED PLACEMENT OF QUADRIPLEGICS AND OTHER SEVERELY DISABLED. FINAL REPORT. APR 63
RUSK, HOWARD A.;AND OTHERS
NEW YORK UNIV., N.Y. INST. OF PHYSICAL MEDICINE AND REHABILITATION. VOCATIONAL REHABILITATION ADMINISTRATION (DHEW), WASHINGTON, D.C.
GRANT NO. VRA-RD-509
NOTES: 74P.
ADULTS, COUNSELING SERVICES, DEMONSTRATION PROJECTS, EMPLOYMENT EXPERIENCE, EMPLOYMENT SERVICES, EXCEPTIONAL CHILD RESEARCH, GROUP COUNSELING, JOB PLACEMENT, MEDICAL SERVICES, OCCUPATIONAL SURVEYS, ORTHOPEDICALLY HANDICAPPED, PHYSICALLY HANDICAPPED, PUBLICIZE, QUADRIPLEGIA, SPECIAL SERVICES, STATISTICAL SURVEYS, VOCATIONAL ADJUSTMENT, VOCATIONAL REHABILITATION
TO HELP QUADRIPLEGICS AND OTHER SEVERELY DISABLED ACHIEVE VOCATIONAL PLACEMENT AND CONFRONT THE CATASTROPHIC IMPACT OF QUADRIPLEGIA ON BODILY FUNCTION (AS DETAILED IN THE REPORT), A REHABILITATION TEAM PROVIDED MEDICAL, VARIOUS SPECIAL, AND VOCATIONAL REHABILITATION SERVICES. THE 100 CLIENTS (59(MEN, 79(LESS THAN 45 YEARS AND 62(BETWEEN 20 AND 39) WERE EVALUATED FOR PHYSICAL CAPACITIES AND JOB-TASK PERFORMANCE. OF THE 100, 62 RECEIVED AND COMPLETED INTENSIVE TRAINING SERVICES, INCLUDING VOCATIONAL ADJUSTMENT TRAINING, PSYCHOSOCIAL SERVICES, AND GROUP COUNSELING. VARIOUS JOB PLACEMENT AND PROMOTION TECHNIQUES WERE UTILIZED. OF THESE 62, 25 WERE QUADRIPLEGICS, 23 OF WHOM WERE PLACED IN GAINFUL EMPLOYMENT. OF THE REMAINING 37 WHO HAD VARIOUS DEGREES OF SEVERE DISABILITY, 30 WERE PLACED. ALSO PART OF THE PROJECT WAS A MAIL SURVEY MADE TO DETERMINE THE CURRENT EMPLOYMENT EXPERIENCE OF THE QUADRIPLEGIC. OF 355 PERSONS CONTACTED, 177 RESPONDED, OF WHOM 69 WERE EMPLOYED AND 18 WERE ATTENDING COLLEGE. FURTHER DESCRIPTIVE DATA, SIX CASE STUDIES, FOUR RECOMMENDATIONS, AND 12 REFERENCES ARE INCLUDED. (JD)
ERIC: ED027653

4508 SPECIFICATION AND ESTIMATION OF A REGIONAL ECONOMETRIC FORECASTING MODEL 1975
STEINIKE, G.C.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 534-559.
CONSTRUCTION INDUSTRY, ECONOMETRICS, ECONOMIC DEVELOPMENT, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, ESTIMATION, FORECASTING, HOUSING, INFORMATION PROCESSING, MODELING, PLANNING, QUANTITATIVE METHODS, TIME SERIES
AN ATTEMPT IS MADE TO GENERATE CONTINUING QUARTERLY FORECASTS OVER A ONE-YEAR HORIZON OF THE PRINCIPAL VARIABLES DETERMINING THE BASE OF ECONOMIC GROWTH IN EACH OF SIX COUNTIES COMPRISING A COHESIVE ECONOMIC REGION AROUND TAMPA BAY. THE EFFECTS OF IMMIGRANT POPULATION, TOURISM, EMPLOYMENT, RESIDENTIAL CONSTRUCTION, PERSONAL INCOME ON THE ECONOMIC GROWTH OF THE REGION ARE EXAMINED.
MGMT: ASA75MP554

4509 THE SPECTOR OF SHORTAGES-WITH UNEMPLOYMENT 1977
FORTUNE, VOL.95, NO.3, MARCH 1977, P. 14.
ECONOMIC FORECAST, ECONOMICS, EXPANSION, PRODUCTION CAPACITY, SHORTAGES, UNEMPLOYMENT
UNEMPLOYMENT RATES WILL REMAIN HIGH AS MANPOWER CAPACITY EXCEEDS PLANT CAPACITY.
MGMT: FOR77CC014

4510 SPILLOVERS IN WAGE DETERMINATION IN U.S. MANUFACTURING INDUSTRIES 1976
MEHRA, Y.P.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.58, NO.3, AUG 1976, P. 300-312. BIBLIOG. 39
COLLECTIVE BARGAINING, ECONOMETRICS, ESTIMATION, INDUSTRIAL RELATIONS, LABOR MARKET, MANAGEMENT, MANUFACTURING, MATRIX, MODELING, QUANTITATIVE METHODS, REGRESSION ANALYSIS, SIMULATION, UNITED STATES, WAGES
SUGGESTS AN ECONOMETRIC TECHNIQUE FOR SPECIFYING AND TESTING THE EXISTENCE AND STRUCTURE OF LABOR MARKET INTERDEPENDENCE. AN ANALYSIS OF THE RESIDUAL WAGE MOVEMENTS BETWEEN DIFFERENT INDUSTRIES DID SUGGEST INTERDEPENDENCE. THE DATA DID NOT SUPPORT THE SINGLE INDUSTRY VERSIONS OF THE SPILLOVER HYPOTHESIS.
MGMT: RES76M0300

4511 SPINNER, RING FRAME 682.385 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. JUN 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 3P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SPINNER RING FRAME
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AIDE IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060092

4512 SPOOLER OPERATOR, AUTOMATIC (TEXTILE) 689.886--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. DEC 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TEXTILES INSTRUCTION, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, SPOOLER OPERATOR (AUTOMOBILE)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063558

4513 STABILITY OF CAREER CHOICES OF TALENTED YOUTH. 68
WATLEY, DONIVAN J.
NATIONAL MERIT SCHOLARSHIP CORP., EVANSTON, ILL.
NOTES: 16P.
CAREER CHOICE, ENGINEERING, HIGH ACHIEVERS, HIGHER EDUCATION, OCCUPATIONAL CHOICE, TALENTED STUDENTS, NATIONAL MERIT SCHOLARSHIPS
THE PRECOLLEGE CAREER CHOICES OF NATIONAL MERIT SCHOLARS AND THE EXTENT TO WHICH THESE CHOICES REMAINED STABLE OR CHANGED 7 TO 8 YEARS AFTER THESE STUDENTS ENTERED COLLEGE WERE DETERMINED. FROM 1956 THROUGH 1960, THE STUDENTS VOCATIONAL PLANS WERE OBTAINED FROM A PERSONAL DATA FORM COMPLETED DURING THEIR SENIOR YEAR IN HIGH SCHOOL. THESE SAME SCHOLARS SUBMITTED INFORMATION CONCERNING THEIR CAREER PLANS OR CHOICES IN THE SUMMER OF 1965. THE MOST POPULAR INITIAL CHOICES AMONG MEN WERE THE PHYSICAL SCIENCES, MATHEMATICS AND ENGINEERING. AMONG WOMEN, THE PHYSICAL SCIENCES, MATHEMATICS AND EDUCATION WERE MOST OFTEN CHOSEN. FROM THE DATA COLLECTED IN 1965, IT WAS EVIDENT THAT A CONSIDERABLE CHANGE IN CAREER OBJECTIVES OCCURRED IN BOTH SEXES. AMONG MEN, ENGINEERING SUFFERED THE GREATEST LOSS OF TALENT TO OTHER CAREER FIELDS. MEDICINE, LAW AND THE BIOLOGICAL SCIENCES WERE THE ONLY FIELDS KEEPING AT LEAST 50 PERCENT OF THEIR INITIAL RECRUITS. EDUCATION INITIALLY ATTRACTED LARGE PROPORTIONS OF WOMEN, BUT SUBSEQUENTLY LOST MANY OF THEM TO OTHER FIELDS. (CS)
ERIC: ED023360

4514 STABILIZATION CHARACTERISTICS OF UNEMPLOYMENT INSURANCE 1976
FURSTENBERG, G.M.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.29, NO.3, APRIL 1976, P. 363-376. BIBLIOG. 23
DEMAND ANALYSIS, ECONOMICS, INSURANCE, MARKET DEMAND, RECESSION, UNEMPLOYMENT
THE EFFECTIVENESS OF UNEMPLOYMENT INSURANCE IN MAINTAINING A STABLE LEVEL OF AGGREGATE DEMAND DURING PERIODS OF RECESSION IS EXAMINED AND MEASURED.
MGMT: ILR7690363

4515 THE STABILIZING EFFECTS OF GOVERNMENT EMPLOYMENT 1976
EBANKS, W.
EXPLORATIONS IN ECONOMIC RESEARCH, VOL.3, NO.4, FALL 1976, P. 564-583. BIBLIOG. 8
ECONOMIC POLICY, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, EMPLOYMENT POLICY, FEDERAL

(CONT.)
4515 GOVERNMENT, GOVERNMENT PROGRAMS, GOVERNMENT SPENDING, LOCAL GOVERNMENT, PUBLIC ADMINISTRATION, STATE GOVERNMENT, UNEMPLOYMENT
THE COMPOSITION AND LEVEL OF GOVERNMENT EMPLOYMENT SINCE WORLD WAR II IS EXAMINED. EMPLOYMENT STABILIZATION IS OBSERVED IN AS MUCH AS GOVERNMENT EMPLOYMENT HAS TENDED TO INCREASE DURING RECESSIONS.
MGMT: EER76R0564

4516 STACKER (POTTERY + PORC.) 774.984--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, STACKERS (POTTERY)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065614

4517 A STAFF REPORT MANPOWER/EDUCATION CORRELATION SYSTEM, 1972 1972
SILER, PAMELA
EDUCATIONAL COORDINATING COUNCIL, SALEM, OREG.
NOTES: 60P
OREGON, EDUCATION, HEALTH MANPOWER, JOB OPPORTUNITIES, APPENDICES, NTISHRANHP
USING A MANPOWER/EDUCATION CORRELATION SYSTEM WHICH MATCHES THE NUMBER OF STUDENTS GRADUATING FROM VARIOUS EDUCATION INSTITUTIONS AGAINST JOB OPPORTUNITIES FOR INDIVIDUALS WITH SPECIFIC TYPES OF TRAINING, AN EVALUATION OF EDUCATION PROGRAMS IN OREGON HAS BEEN UNDERTAKEN. OUTSTANDING AMONG COLLEGE AND PROFESSIONAL PROGRAMS HAVING AN UNMET DEMAND FOR GRADUATES ARE THE COMPUTER AND INFORMATION SCIENCES FIELD AND THE HEALTH FIELD. THE GENERAL AREA LEAST COMPATIBLE WITH MANPOWER REQUIREMENTS IS THE HUMANITIES. UNLIKE THE SITUATION IN THE COMPUTER FIELD, THE SHORTAGE OF GRADUATES IN THE HEALTH FIELD REFLECTS A RELATIVELY LARGE SUPPLY BEING OVERSHADOWED BY AN EVEN LARGER DEMAND, SUGGESTING A CLEAR NEED TO PRODUCE MORE GRADUATES IN THIS WIDE RANGING AREA. APPENDICES TO THE OVERALL REPORT CONTAIN A LENGTHY METHODOLOGICAL DISCUSSION OF THE MANPOWER/EDUCATION CORRELATION MODEL, AS WELL AS A SERIES OF RELEVANT STATISTICAL TABLES.
NTIS: HRP-0001305/8ST NTIS PRICES PC$4.50/MF$3.00

4518 THE STAFF SALARY STRUCTURE OF A LARGE URBAN UNIVERSITY 1976
GORDON, N.M.: MORTON, T.E.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.3, SUMMER 1976, P. 374-382. BIBLIOG. 6
COLLEGES AND UNIVERSITIES, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INCOME DISTRIBUTION, JOB CLASSIFICATION, QUANTITATIVE METHODS, REGRESSION ANALYSIS, SALARY ADMINISTRATION, STATISTICAL MODEL, WAGES, WOMEN
A STATISTICAL MODEL OF SALARY DISTRIBUTION AMONG NONACADEMIC EMPLOYEES OF A LARGE URBAN UNIVERSITY INDICATES THAT AGE AND MARRIAGE ARE SIGNIFICANT INFLUENCES UPON INCOME FOR BOTH MEN AND WOMEN. WOMEN SEEM TO BENEFIT MOST FROM SENIORITY, AND MEN BENEFIT MOST FROM MARRIAGE.
MGMT: JHR76P0374

4519 STAFFING AN AGENCY WITH OLDER PEOPLE NOV-DEC 76
SCOTT, PATRICIA REED
SOCIAL POLICY:7:3:89-92
OLDER ADULTS, STAFF UTILIZATION, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, MANPOWER UTILIZATION, GERONTOLOGY, GERIATRICS, SENIOR CITIZENS, RETIREMENT, MANPOWER DEVELOPMENT
DESCRIBES SOME OF THE PROGRAMS THAT EMPLOY OLDER ADULTS AND NOTES THE ELDERLYS CONSIDERABLE SKILLS AND DEPENDABLE WORK HABITS. (AM)
ERIC: EJ152599

4520 STAFFING AND TRAINING REQUIREMENTS FOR CAREER EDUCATION SUM 75
JOHNSON, HOWARD M.
JOURNAL OF CAREER EDUCATION:2:1:47-61
CAREER EDUCATION, SECONDARY EDUCATION, STAFF ROLE, WORK EXPERIENCE PROGRAMS, EDUCATIONAL PROBLEMS, EDUCATIONAL NEEDS, INSTRUCTIONAL STAFF, TEACHER QUALIFICATIONS, EDUCATIONAL FINANCE, EMPLOYER BASED CAREER EDUCATION
OF VARIOUS GOVERNMENT-SUPPORTED SECONDARY SCHOOL TRAINING PROGRAMS, THE EMPLOYER-BASED MODEL SEEMS TO HOLD THE GREATEST POTENTIAL FOR MEETING SOCIETYS PRESENT AND FUTURE VOCATIONAL REQUIREMENTS. IMPLEMENTING THE MODEL WILL REQUIRE A DISTINCTLY DIFFERENT

(CONT.)
4520 STAFFING PLAN AND ONE WHICH TRANSFERS FUNDS AND STAFF ALLOCATIONS TO THE EMPLOYING INSTITUTIONS. (AUTHOR/AG)
ERIC: EJ123845

4521 STAFFING IN MANPOWER TRAINING PROJECTS. A REPORT FROM THE NATIONAL INVENTORY OF MANPOWER PROGRAMS. MAY 72
PETERSEN, GENE B.;DRURY, THOMAS F.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 227P.
EDUCATIONAL BACKGROUND, EDUCATIONAL PROGRAMS, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PERSONNEL DATA, PERSONNEL POLICY, PERSONNEL SELECTION, RECRUITMENT, STAFF UTILIZATION, SURVEYS, WORK EXPERIENCE
THIS STUDY EXPLORES THE CHARACTERISTICS OF PERSONNEL IN MANPOWER TRAINING PROJECTS EMPLOYED UNDER CONTRACT WITH THE U.S. DEPARTMENT OF LABOR. FROM THE DATA COLLECTED, IT WAS ESTIMATED THAT AT THE END OF MAY 1970 ABOUT 47,000 MANPOWER PROJECT STAFF MEMBERS WERE BEING PAID DIRECTLY FROM CONTRACT FUNDS, WITH A RESULTANT ANNUAL COST FOR SALARIES AND FRINGE BENEFITS OF JUST OVER 248 MILLION DOLLARS. AMONG THE CHARACTERISTICS SURVEYED AND DISCUSSED IN THIS REPORT ARE (1) DUTIES, (2) SALARIES, (3) EMPLOYMENT CONDITIONS AND WORK HOURS, (4) MAIN LABOR FORCE ACTIVITY, (5) CONCURRENT EMPLOYMENT IN OTHER MANPOWER TRAINING, (6) PRIOR AFFILIATION WITH OTHER MANPOWER PROJECTS AS EITHER A STAFF MEMBER OR TRAINEE, (7) USE OF PARAPROFESSIONALS AND NONPROFESSIONALS, (8) COLLEGE BACKGROUND AND FORMAL TRAINING, (9) STATE OR LOCAL CERTIFICATION, (10) DURATION OF EXPERIENCE, AND (11) AGE, RACE, AND SEX OF STAFF MEMBERS. A FINAL SECTION OF THE REPORT IS DEVOTED TO STAFFING PROBLEMS CITED BY PROJECT DIRECTORS, INCLUDING SUCH PROBLEMS AS STAFF RECRUITMENT AND FUNDING UNCERTAINTIES. (SB)
ERIC: ED076338 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 214 169, MF $0.95, HC $6.75)

4522 STAFFING SERVICES TO PEOPLE IN THE CITIES. NO. 8. WHAT DETERMINES CITY EMPLOYEES COMPENSATION 1975
GEORGETOWN UNIV., WASHINGTON, D.C. PUBLIC SERVICES LAB. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. RESEARCH APPLIED TO NATIONAL NEEDS.
PAPER COPY ALSO AVAILABLE IN SET OF 10 REPORTS AS PB-246 370-SET, PC$39.00.
NOTES: 74P
GOVERNMENT EMPLOYEES, LOCAL GOVERNMENT, SALARY SURVEYS, WAGE SURVEYS, WORK ENVIRONMENT, NTISNSFRA
LOCAL GOVERNMENTS SPEND MORE OF THEIR FUNDS ON PERSONNEL THAN ON ANY OTHER ITEM. WHILE WAGES, SALARIES, AND FRINGE BENEFITS ACCOUNT FOR ABOUT TWO THIRDS OF THE CURRENT OPERATING EXPENDITURES OF MUNICIPAL GOVERNMENT, IN SOME LABOR INTENSIVE AREAS SUCH AS POLICE AND SANITATION, PERSONNEL COSTS AMOUNT TO EIGHTY PERCENT OF THE BUDGET. THIS REPORT REVIEWS THE LITERATURE RELEVANT TO THE ISSUES OF WAGE LEVELS IN MUNICIPAL GOVERNMENT AND INCENTIVES FOR INCREASING WORKER PRODUCTIVITY. THE LITERATURE DEALS WITH SUCH QUESTIONS AS HOW WAGES ARE DETERMINED IN THE PUBLIC SECTOR; THE ROLE OF UNIONS IN WAGE DETERMINATION; THE RELATIONSHIP BETWEEN PUBLIC SECTOR WAGES AND THE FORM OF LOCAL GOVERNMENT WAGES IN THE PRIVATE SECTOR, AND MOTIVATION ON THE JOB; AND WORK ENVIRONMENT AND EMPLOYEE SATISFACTION ON THE JOB. THIS DISCUSSION FOCUSES ON ECONOMIC DETERMINANTS OF MUNICIPAL WAGES, PSYCHOLOGICAL RESEARCH ON PAY, SATISFACTION AND PERFORMANCE, AND THE WORK ENVIRONMENT AS A FACTOR INFLUENCING THE QUALITY OF WORK.
NTIS: PB-246 378/4ST NTIS PRICES PC$4.50/MF$2.25

4523 STAGES OF INDUSTRIAL DEVELOPMENT AND POVERTY IMPACT IN NONMETROPOLITAN LABOR MARKETS OF THE SOUTH. JAN 75
TILL, THOMAS;AND OTHERS
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 114P.; SOME MAPS MAY REPRODUCE POORLY
COMPARATIVE ANALYSIS, ECONOMICALLY DISADVANTAGED, ECONOMIC DEVELOPMENT, EMPLOYMENT TRENDS, INDUSTRIALIZATION, LABOR MARKET, MANPOWER UTILIZATION, MANUFACTURING, MIGRATION, NEGROES, RURAL AREAS, SOUTHERN STATES, TABLES (DATA), UNIONS, INDIANA
USING A DEVELOPMENTAL STAGES MODEL, THE EXTENT AND CHARACTERISTICS OF MANUFACTURING DEVELOPMENT IN THE NONMETROPOLITAN SOUTH BETWEEN 1940 AND 1970 WERE EXAMINED. FOCUS WAS ON WHETHER INDUSTRIALIZATION COMES IN DIFFERENT PHASES AND WHETHER ITS IMPACT ON THE RURAL POOR VARIES DURING EACH PHASE. NONMETRO LABOR MARKETS (COUNTIES MORE THAN 50 MILES FROM THE CENTRAL CITY OF A STANDARD METROPOLITAN STATISTICAL AREA--SMSA) OF THE SOUTH AND INDIANA WERE COMPARED. DATA WERE COLLECTED THROUGH (1) STATISTICAL TIME-SERIES (MAINLY THE CENSUS OF MANUFACTURES AND THE CENSUS OF POPULATION) AND (2) FIELD INTERVIEWS. IN EACH OF SIX MULTICOUNTY AREAS (SELECTED BECAUSE THEIR NONFARM EMPLOYMENT HAD EITHER GROWN VERY RAPIDLY IN THE 1960S OR THEY HAD BOTH SUCCESS AND STAGNATING COUNTIES) INDUSTRIAL DEVELOPMENT AND ANTIPOVERTY WORKERS WERE INTERVIEWED IN JULY AND AUGUST 1974 ON THE PROCESS OF INDUSTRIAL DEVELOPMENT AND IMPACT ON THE POOR IN THEIR AREA. SOME FINDINGS WERE (1) DISTINCT STAGES EXISTED IN INDUSTRIAL CHARACTERISTICS, POVERTY IMPACT, IMMIGRATION, AND COMMUNITY INDUSTRIAL PLANNING; (2) TWO PHASES OF INDUSTRIAL DEVELOPMENT WERE LOW-WAGE AND LABOR-INTENSIVE AND MEDIUM-WAGE AND LESS LABOR-INTENSIVE; AND (3) THE TWO PHASES OF INDUSTRIALIZATION DIFFERED IN POVERTY IMPACT--A GREATER PERCENTAGE OF WORKERS HIRED WERE POOR IN THE FIRST PHASE THAN IN THE SECOND. (NQ)
ERIC: ED103139

.524 STARTING OVER. 71
STETSON, DAMON
NOTES: 255P.
ADULTS, CAREER CHANGE, COMMUNITY ACTION, MIDDLE AGED, OCCUPATIONAL CLUSTERS, OLDER ADULTS, RETIREMENT, SELF ACTUALIZATION, SOCIAL CHANGE, SOCIAL SERVICES, TECHNOLOGICAL ADVANCEMENT, WORKING WOMEN, SECOND CAREERS
THE AUTHOR EXPLORES THE SELF-REALIZATION OPPORTUNITIES POSSIBLE THROUGH SECOND CAREERS AS WELL AS THE UNCERTAINTIES AND HAZARDS INVOLVED IN SUCH A MAJOR LIFE CHANGE. NUMEROUS EXAMPLES OF MIDDLE-AGED SECOND CAREERISTS ARE INCLUDED IN THE BOOK AS WELL AS SOME CLASSIC EXAMPLES. THERE IS NO SET PATTERN OF CAREER CHANGING IN MID-LIFE: NEW DIRECTIONS AND THE REASONS FOR SHIFTS ARE AS DIVERSE AS THE PEOPLE. THE BOOK OPENS THE DOOR TO THOSE WHO FEEL BOUND TO THEIR WRONG CHOICE, CAUGHT IN A DEAD END, AND/OR VICTIMIZED BY THE RAT RACE. ONE CHAPTER FOCUSES ON THE NEED TO TRAIN PEOPLE FOR A CLUSTER OF OCCUPATIONS IN OUR TECHNOLOGICALLY CHANGING SOCIETY THAT SUGGESTS MORE JOB CHANGES FOR THE FUTURE. DISILLUSIONMENT WITH MATERIALISTIC VALUES AND THE TRENDS TOWARD SOCIAL SERVICE ARE OFTEN MOTIVATING FACTORS FOR SECOND CAREER CHOICES OF A MORE ALTRUISTIC ENDEAVOR. MORE WOMEN THAN EVER ARE LOOKING FORWARD TO OR MOVING INTO SECOND CAREERS: RETIREMENT, AND TODAYS TREND TOWARD EARLY RETIREMENT, IS YET ANOTHER LIFE STAGE THAT CAN LAUNCH A SECOND CAREER. THIS INTIMATE GLIMPSE AT THE LIVES OF HUNDREDS OF MEN AND WOMEN WHO BEGAN NEW CAREERS (AND THE PSYCHOLOGISTS, FAMILY COUNSELORS, AND EMPLOYMENT AGENTS WHO ADVISED THEM) PROVIDES ENCOURAGEMENT AND IDENTIFICATION FOR THOSE SEEKING A SIMILAR CHOICE. (EA)
ERIC: ED091531 MACMILLAN PUBLISHING CO., INC., 866 THIRD AVENUE, NEW YORK, NEW YORK 10022 ($5.95)

.525 STATE AND COUNTY EMPLOYMENT AND UNEMPLOYMENT, JANUARY - DECEMBER 1976 15 MAR 77
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C. DIV. OF LOCAL AREA UNEMPLOYMENT STATISTICS.
NOTES: 1192P
MANPOWER UTILIZATION, ECONOMIC SURVEYS, LABOR FORCE, NTISLABBLS
THE REPORT INCLUDES LABOR FORCE AND UNEMPLOYMENT ESTIMATES FOR STATES AND COUNTIES FOR USE IN ADMINISTRATION OF ECONOMIC ASSISTANCE PROGRAMS OF THE U.S. DEPARTMENT OF COMMERCE.
NTIS: NTISUB/C/144-002 NTIS PRICES PC A99/MF A01

.526 STATE AND LOCAL GOVERNMENT FINANCES DURING RECESSION 1975
SCHLOSSTEIN, R.
CHALLENGE, VOL.18, NO.3, JULY-AUG 1975, P. 47-50.
BUDGET, ECONOMIC PLANNING, ECONOMICS, EMPLOYMENT POLICY, INVESTMENT, LOCAL GOVERNMENT, PUBLIC ADMINISTRATION, PUBLIC WELFARE, RECESSION, REVENUE SHARING, STATE GOVERNMENT, SURPLUS, TAXATION, UNEMPLOYMENT
OFFERS VARIOUS SUGGESTIONS AS TO HOW THE FEDERAL GOVERNMENT CAN BEST PLACE FUNDS OF ECONOMIC ASSISTANCE TO THE STATE AND LOCAL GOVERNMENTS TO PRECLUDE NEGATIVE IMPACTS UPON THE ECONOMY IN A RECESSIONARY PERIOD.
MGMT: CHA75G0047

.527 STATE AND LOCAL LABOR MARKET MANPOWER PROJECTIONS PROGRAM: AN EVALUATION OF THE PAST AND A LOOK AHEAD 1974
DEMPSEY, R.E.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 18-27. BIBLIOG. 21
EDUCATION, FORECASTING, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, PLANNING, QUANTITATIVE METHODS, STATISTICS, TESTING
AN AMBITIOUS PROGRAM OF MANPOWER REQUIREMENT PROJECTIONS FOR STATES AND MAJOR LABOR MARKET AREAS BY THE DEPARTMENT OF LABOR IS REVIEWED IN TERMS OF METHODOLOGY AND TESTING. THIS WILL REMEDY A SEVERE LACK OF LOCAL DATA FOR DECISION MAKERS, LEGISLATORS, EDUCATORS AND THOSE MAKING CAREER CHOICES.
MGMT: AS37450019

4528 STATE DEVELOPMENT AGENCIES AND EMPLOYMENT EXPANSION. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS 18. NOV 70
EICHNER, ALFRED S.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 36P.
AGENCY ROLE, BUDGETING, ECONOMIC DEVELOPMENT, INDUSTRIALIZATION, ORGANIZATION, PROGRAM PLANNING, REGIONAL PLANNING, STATE AGENCIES
THE CENTRAL AIM OF THIS STUDY IS TO PLACE INTO THE PERSPECTIVE OF HISTORY, ECONOMIC THEORY, AND PUBLIC POLICY THE STEPS TAKEN BY THE STATES TO ATTRACT NEW INDUSTRIES, TO STIMULATE THE DEMAND FOR NEW PRODUCTS, TO ENCOURAGE MORE TOURISTS, AND THUS TO SPEED THEIR ECONOMIC GROWTH AND INCREASE EMPLOYMENT. THUS, THIS IS A STUDY OF THE STATE DEVELOPMENT AGENCY AND ITS ROLE IN EMPLOYMENT EXPANSION. VIRTUALLY EVERY STATE HAS SUCH AN AGENCY. IT MAY BE CALLED THE DEPARTMENT OF COMMERCE, THE DEPARTMENT OF ECONOMIC DEVELOPMENT, THE DEVELOPMENT BOARD, OR THE LIKE. WHATEVER THE NAME, HOWEVER, IT IS DISTINGUISHED BY THE FACT THAT IT HAS THE PRIMARY RESPONSIBILITY FOR STIMULATING THE STATES ECONOMIC DEVELOPMENT. THE FOUR MAJOR SECTIONS OF THIS REPORT ARE (1) THE EVOLUTION OF STATE EFFORTS, (2) THE PROCESS OF REGIONAL GROWTH, (3) STATE DEVELOPMENT AGENCIES STRUCTURE AND FUNCTIONS, AND (4) BUDGETARY PLANNING FOR GROWTH. (AUTHOR/JS)
ERIC: ED052331 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106 ($2.50)

4529 STATE LABOR MARKET RESEARCH STUDY AN ECONOMETRIC ANALYSIS OF THE EFFECTS OF LABOR SUBSIDIES. DEC 74
MACRAE, C. DUNCAN;AND OTHERS
URBAN INST., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 355P.
ECONOMIC RESEARCH, FEDERAL PROGRAMS, LABOR ECONOMICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, LABOR SUPPLY, LABOR TURNOVER, MANPOWER NEEDS, MANPOWER UTILIZATION, MODELS, RESEARCH METHODOLOGY, SIMULATION, SOCIAL SCIENCE RESEARCH, TAXES, THEORIES, AFDC, AID TO FAMILIES WITH DEPENDENT CHILDREN, JOBS AND INCOME, JOIN, WORK BONUS TAX CREDIT
THE REPORT DESCRIBES THE CONSTRUCTION, APPLICATION, AND THEORETICAL IMPLICATIONS OF AN ECONOMETRIC MODEL DEPICTING THE EFFECTS OF LABOR SUBSIDIES ON THE SUPPLY OF WORKERS IN THE U.S. THREE PAPERS DEAL WITH THE FOLLOWING ASPECTS OF CONSTRUCTING THE ECONOMETRIC MODEL (1) EXAMINATION OF EQUILIBRIUM WAGES, EMPLOYMENT, AND EARNINGS OF PRIMARY AND SECONDARY WORKERS IN EIGHT FAMILY TYPES ACCORDING TO THE AGE, SEX, AND EDUCATION OF THE FAMILY HEAD; (2) AGGREGATION OF PRIMARY INDIVIDUALS INTO REASONABLY HOMOGENEOUS WAGE RATE GROUPS NOT TOO DISPARATE IN SIZE; AND (3) DEVELOPMENT OF A DYNAMIC DISEQUILIBRIUM MODEL OF THE LABOR MARKET WHICH INTEGRATES SEARCH-TURNOVER THEORY WITH THE THEORY OF SUPPLY AND DEMAND. THREE PAPERS DEAL WITH THE RESULTS OF SIMULATIONS OF THE FOLLOWING PROGRAMS (1) THE WORK BONUS TAX CREDIT FOR ALL FAMILIES WITH DEPENDENT CHILDREN; (2) THE JOBS AND INCOME (JOIN) PROGRAM FOR LOW WAGE INDIVIDUALS; AND (3) THE AID TO FAMILIES WITH DEPENDENT CHILDREN PROGRAM. FINALLY, THREE PAPERS DEAL WITH THEORETICAL ANALYSIS (1) THE EFFECTS OF A PROGRESSIVE INCOME TAX ON A MULTI-WORKER FAMILY; (2) THE EFFECTS OF CHANGES IN PERSONAL INCOME TAX PARAMETERS ON THE INDIVIDUALS DECISION OF HOW TO ALLOCATE TIME BETWEEN LABOR AND LEISURE; AND (3) THE EFFECTS OF INCREASING PAYROLL TAXES ON THE LABOR SUPPLY. (AUTHOR/JR)
ERIC: ED110619

4530 STATE OF HAWAII LABOR MARKET INDICATORS, 1970-1976 AUG 76
HANE, CLAIRE;TERUYA, SHARON;KIRIHARA, HARRIET;TERUYA, LELANI
HAWAII STATE DEPT. OF LABOR AND INDUSTRIAL RELATIONS, HONOLULU. LABOR MARKET INFORMATION UNIT.
NOTES: 44P
MANPOWER, ECONOMIC SURVEYS, HAWAII, MARKETING, NTISSLLC
THIS IS A FIRST LABOR MARKET DATA PACKAGE. THE PACKAGE IS THE PRODUCT OF SEVERAL MONTHS OF WORK AIMED AT CONSOLIDATING AVAILABLE LABOR MARKET INFORMATION FROM BOTH OPERATIONS AND SURVEYS INTO A SINGLE REFERENCE SOURCE. IT IS INTENDED TO SERVE AS AN INTEGRATED MECHANISM FOR LABOR PROGRAM ADMINISTRATORS AND AS AN OPERATIONAL PLANNING AND MANAGEMENT TOOL. THIS FIRST ISSUE PROVIDES HISTORICAL DATA.
NTIS: PB-269 523/4ST NTIS PRICES PC A03/MF A01

4531 STATE UNEMPLOYMENT INSURANCE: LEGISLATIVE CHANGES IN 1976 1977
HICKEY, J.A.
MONTHLY LABOR REVIEW (U.S.), VOL.110, NO.2, FEB 1977, P. 46-51.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR, LABOR LAW, LABOR RELATIONS, PUBLIC ADMINISTRATION, UNEMPLOYMENT, UNEMPLOYMENT BENEFITS
A STATE BY STATE SURVEY OF UNEMPLOYMENT INSURANCE LEGISLATION IN 1976 IS PRESENTED. STATE LAW ENACTMENTS SEEM TO HAVE BEEN HAMPERED BY FEDERAL LEGISLATION.
MGMT: UML7730046

4532 STATE, COUNTY AND CITY EMPLOYMENT AND UNEMPLOYMENT, JANUARY - DECEMBER 1974 SEP 77
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C. DIV. OF LOCAL AREA UNEMPLOYMENT STATISTICS.
NOTES: 314P
MANPOWER, UNEMPLOYMENT, ECONOMIC SURVEYS, NTISLABLSU
LABOR FORCE AND UNEMPLOYMENT ESTIMATES ARE TABULATED FOR STATES, COUNTIES AND CITIES FOR USE IN ADMINISTRATION OF ECONOMIC ASSISTANCE PROGRAMS OF THE U.S. DEPARTMENT OF COMMERCE.
NTIS: PB-272 150/4ST NTIS PRICES PC A99/MF A01

4533 STATE-WIDE COMPUTERIZED MODEL FOR DETERMINING OCCUPATIONAL OPPORTUNITIES IN NEBRASKA. FINAL REPORT. 75
NEBRASKA OCCUPATIONAL NEEDS RESEARCH COORDINATING UNIT, LINCOLN.; NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 26P.; FOR TABULATED 1975 SURVEY DATA, SEE ED 114 457
DATA COLLECTION, EDUCATIONAL PLANNING, EMPLOYMENT OPPORTUNITIES, EXPENDITURES, INFORMATION PROCESSING, MANPOWER NEEDS, MODELS, OCCUPATIONAL SURVEYS, PROGRAM COSTS, QUESTIONNAIRES, STATE SURVEYS, VOCATIONAL EDUCATION, NEBRASKA
THE EIGHTH ANNUAL REPORT OF A CONTINUING PROJECT TO SUPPLY OCCUPATIONAL DATA TO EDUCATORS. THE STUDY EMPHASIZES THE DETERMINATION OF MANPOWER NEEDS AND JOB OPPORTUNITIES FROM INFORMATION FURNISHED BY EMPLOYERS IN THE STATE OF NEBRASKA FOR THE YEAR ENDING JUNE 30, 1975. THE DATA WILL BE USED IN PLANNING VOCATIONAL EDUCATION PROGRAMS. DURING THIS YEAR A 5% COMPUTERIZED RANDOM SAMPLE OF 4,369 FIRMS, GENERATED FROM THE SIX TECHNICAL COMMUNITY COLLEGE AREAS, WAS DRAWN FROM THE UPDATED MASTER LIST OF APPROXIMATELY 55.000 FIRMS. EACH EMPLOYER IN THE SAMPLE WAS INTERVIEWED BY A UNIVERSITY OF NEBRASKA STUDENT TO OBTAIN THE NUMBER OF EMPLOYEES IN EACH JOB CATEGORY AND THE FUTURE NEED FOR ADDITIONAL EMPLOYEES IN EACH JOB. DATA FROM THE INTERVIEWS WERE COMPILED AND PROCESSED BY COMPUTER TO GIVE TOTAL EMPLOYMENT, PROJECTED MANPOWER NEEDS

(CONT.)
4533 FOR THE NEXT 12-MONTH PERIOD, REASON FOR NEED, AND NEEDS FOR THE FOLLOWING TWO YEARS. STORED DATA FOR THE TWO PREVIOUS YEARS WERE MERGED WITH THE NEW DATA AND AVERAGED FOR THE THREE YEARS. THE COMPOSITE DATA WERE TABULATED ACCORDING TO OCCUPATIONAL CLASSIFICATIONS OF THE DICTIONARY OF OCCUPATIONAL TITLES. (MF)
ERIC: ED118924

4534 STATE-WIDE COMPUTERIZED MODEL FOR DETERMINING OCCUPATIONAL OPPORTUNITIES IN NEBRASKA. 1973 REPORT. JUN 73
NEBRASKA OCCUPATIONAL NEEDS RESEARCH COORDINATING UNIT, LINCOLN.: NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
CONTRACT NO. 44
OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, STATE SURVEYS, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL CLUSTERS, TABLES (DATA), NEBRASKA
THIS 1973 SIXTH ANNUAL REPORT OF OCCUPATIONAL OPPORTUNITIES IN NEBRASKA IS THE FIRST PRINTING AFTER A MAJOR REVISION OF THE CODING PROCESS, DATA FORMS, MASTER LIST, AND SAMPLE SIZE. A TOTAL OF 19 TABLES PRESENTS DATA INDICATING PROJECTED EMPLOYMENT IN THE FOLLOWING OCCUPATIONAL GROUPS FOR THE STATE (1) PROFESSIONAL, TECHNICAL, AND MANAGERIAL: (2) CLERICAL AND SALES (3) SERVICE: (4) FARMING, FISHING, FORESTRY, AND RELATED: (5) PROCESSING: (6) MACHINE TRADES: (7) BENCH WORK: (8) STRUCTURAL WORK: (9) MISCELLANEOUS: AND (10) OCCUPATIONS WITH NO DOT NUMBER. THE NUMBER AND PERCENT OF TOTAL FOR EACH GROUP ARE GIVEN FOR THE NEXT 12 MONTHS AND FOR THE FOLLOWING TWO YEARS AS WELL AS THE CURRENT FIGURES. (AUTHOR/MU)
AIM/ARM: VT100727

4535 A STATEMENT 73
MONDALE, WALTER F.
HARVARD EDUCATIONAL REVIEW:43:4:483-86
SOCIAL PROBLEMS, CHILDREN, DISADVANTAGED YOUTH, PROGRAM EVALUATION, POLICY FORMATION, FINANCIAL PROBLEMS, TAX SUPPORT, FAMILY RESOURCES, CHILD CARE, WORKING PARENTS
ARTICLE IS A STATEMENT BY SENATOR WALTER F. MONDALE, A DEMOCRAT FROM MINNESOTA, ON THE EVALUATION OF SOCIAL PROGRAMS AND A SERIOUS APPRAISAL OF SOCIAL POLICY FOR THE NATIONS CHILDREN AND THEIR FAMILIES. (AUTHOR/RK)
ERIC: EJ090564

4536 STATEMENT...CONCERNING ENFORCEMENT OF EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION LAWS IN THE PUBLIC BROADCASTING INDUSTRY. 9 AUG 76
POTTINGER, J. STANLEY
NOTES: 14P.: STATEMENTS BEFORE THE HOUSE COMMITTEE ON INTERSTATE AND FOREIGN COMMERCE, SUBCOMMITTEE ON COMMUNICATIONS (WASHINGTON, D.C. AUGUST 9, 1976)
ADMINISTRATIVE POLICY, AFFIRMATIVE ACTION, BIAS, BLACK COMMUNITY, BROADCAST INDUSTRY, CIVIL RIGHTS, COMMUNITY BENEFITS, EMPLOYMENT OPPORTUNITIES, FEDERAL AID, LAW ENFORCEMENT, LEGAL RESPONSIBILITY, MINORITY GROUPS, POLICY FORMATION, PROGRAMING (BROADCAST), TELEVISION, CIVIL RIGHTS ACT OF 1964, CORPORATION FOR PUBLIC BROADCASTING
J. STANLEY POTTINGER, ASSISTANT ATTORNEY GENERAL IN CHARGE OF THE CIVIL RIGHTS DIVISION (CRD) OF THE DEPARTMENT OF JUSTICE, WAS INVITED TO TESTIFY BEFORE THE COMMITTEE CONCERNING THE EXISTENCE AND EXTENT OF DISCRIMINATION IN THE PUBLIC BROADCASTING INDUSTRY. THE JUSTICE DEPARTMENT WAS CONCERNED WITH THE CIVIL RIGHTS ACT, TITLE VI. MEMBERS OF HIS FEDERAL PROGRAM SECTION MET WITH OFFICERS OF THE CORPORATION FOR PUBLIC BROADCASTING (CPB) DURING THE LATTER OF 1974 TO DISCUSS THEIR RESPONSIBILITIES UNDER TITLE VI, AND TO ATTEMPT TO DEVELOP AN ENFORCEMENT PROGRAM. TITLE VI PROHIBITS DISCRIMINATION ON THE BASIS OF RACE, COLOR, OR NATIONAL ORIGIN IN ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE. THE GENERAL COUNSEL FOR CPB EXPRESSED THE VIEW CONSISTENTLY THAT, BECAUSE CPB IS NOT A GOVERNMENT AGENCY, IT IS NOT SUBJECT TO THE REQUIREMENTS OF TITLE VI. CRDS POSITION WAS THEN, AND IS NOW, THAT WHILE CPB MAY NOT BE A GOVERNMENT AGENCY, THIS MEANS ONLY THAT THEY ARE NOT REQUIRED TO ADOPT THE REGULATING PROCEDURES ENVISIONED BY THAT SECTION: BUT THE CORPORATION, BEING A RECIPIENT OF FEDERAL FUNDS, IS STILL SUBJECT TO THE NONDISCRIMINATION PROVISIONS, AND MORE IMPORTANTLY, IS RESPONSIBLE FOR THEIR SUBRECIPIENTS USE OF SUBGRANTS. (AUTHOR/JM)
ERIC: ED128507

4537 STATEMENTS TO CONGRESS 1976
WALLICH, H.C.
FEDERAL RESERVE BULLETIN, VOL.62, NO.4, APRIL 1976, P. 342-347.
BUDGET, CAPITAL INVESTMENTS, CAPITAL SHORTAGE, ECONOMIC THEORY, ECONOMICS, FULL EMPLOYMENT, GNP, GOALS AND OBJECTIVES, GOVERNMENT REGULATION, GOVERNMENT SPENDING, HOUSING, INFLATION, INVENTORY, LABOR FORCE, SUPPLY AND DEMAND
THERE IS A SERIOUS DANGER OF CAPITAL SHORTAGES AS THE ECONOMY APPROACHES FULL EMPLOYMENT, LABOR FORCE GROWS, CAPITAL INVESTMENTS BECOME NECESSARY AND INFLATION ERODES REAL VALUE OF MONEY AND SAVINGS. FEDERAL BUDGET WILL PLAY CRUCIAL ROLE IN AVOIDING SHORTAGES IF IT TAKES ON THE ROLE OF SUPPLIER AND SAVER INSTEAD OF BORROWER.
MGMT: FED7600342

4538 A STATEWIDE MANPOWER/CURRICULUM MANAGEMENT SYSTEM. FINAL REPORT. MAR 76
GILLES, DONALD M.
OREGON STATE DEPT. OF EDUCATION, SALEM. CAREER AND VOCATIONAL EDUCATION SECTION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-9-74-1723

(CONT.)

4538 NOTES: 181P.

CURRICULUM DEVELOPMENT, CURRICULUM PLANNING, JOB SKILLS, LEARNING MODULES, MANAGEMENT INFORMATION SYSTEMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MATERIAL DEVELOPMENT, OCCUPATIONAL GUIDANCE, OCCUPATIONS, STATE PROGRAMS, SYSTEMS DEVELOPMENT, TASK ANALYSIS, VOCATIONAL EDUCATION, OREGON

BECAUSE OREGON HAS WITNESSED DRAMATIC GROWTH AND INTEREST IN VOCATIONAL EDUCATION IN THE LAST 10 YEARS AS SCHOOLS BEGAN IMPLEMENTING VOCATIONAL EDUCATION AT AN ACCELERATED RATE, THE PRIMARY PURPOSES OF THE PROJECT WERE TO STRENGTHEN AND EXPAND APPLIED RESEARCH EFFORTS IN THE AREAS OF MANPOWER ANALYSIS, COUNSELING AND GUIDANCE, AND CURRICULUM DEVELOPMENT. THE PROJECT PROVIDED A MEANS TO FURTHER THE DEVELOPMENT OF A DATA BASE SYSTEM IN OREGON WITH COMPONENTS RELATED TO MANPOWER AND CURRICULUM DEVELOPMENT. IT ALSO PROVIDED FOR THE COMPLETION OF THE CAREER PROGRAM PLANNING SYSTEM (CPPS) IN OREGON. WITH CPPS COMPLETED, OREGON IS ABLE TO IDENTIFY OCCUPATIONAL NEEDS FOR SOME 2,800 OCCUPATIONS IN 18 MAJOR OCCUPATIONAL AREAS. THESE AREAS INCLUDE AGRICULTURE, MARKETING, HEALTH, FOOD SERVICE, ACCOUNTING, CLERICAL, STENO-SECRETARIAL, INDUSTRIAL MECHANICS, CONSTRUCTION, ELECTRICITY-ELECTRONICS, METALS, CHILD CARE, CLOTHING, INSTITUTIONAL AND HOME MANAGEMENT, DRAFTING, GRAPHICS, SERVICE OCCUPATIONS, AND FOREST PRODUCTS. THE DEVELOPMENT OF CPPS ALSO HAS PROVIDED A MEANS TO ASSIGN THE NUMBER OF TRAINED VOCATIONAL GRADUATES TO SPECIFIC CLUSTERS AND RELATED U.S. OFFICE OF EDUCATION (USOE) INSTRUCTIONAL PROGRAM AREAS. (THIS REPORT DESCRIBES PROJECT DESIGN AND PROCEDURES AND LISTS CONCLUSIONS AND RECOMMENDATIONS. HALF OF IT CONSIST OF APPENDIXES SAMPLE TASK ANALYSIS, TASK ANALYSIS PROCEDURES, TASK ANALYSIS QUESTIONNAIRE, LEARNER MODULE COVER FORMAT, GUIDELINES FOR MODULE FORMAT, SAMPLE MODULE, SAMPLE WORK EXPERIENCE TRAINING PLAN, AND MISCELLANEOUS TABLES.) (WL)

ERIC: ED136027

4539 STATIONARY ENGINEER (ANY IND.) 950.782--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 15P.

APTITUDE TESTS, CUTTING SCORES, ENGINEERING, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OPERATING ENGINEERING, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STATIONARY ENGINEER

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED072057

4540 A STATISTICAL PORTRAIT OF WOMEN IN THE U.S APR 76

BUREAU OF THE CENSUS, WASHINGTON, D.C.

NOTES: SPECIAL STUDIES SERIES. 100P

CENSUS, POPULATIONS, FEMALES, LABOR FORCE PARTICIPATION, OCCUPATIONS, NTISCOMCEN

THE DOCUMENT PRESENTS A STATISTICAL PORTRAIT OF THE CHANGING ROLE OF WOMEN IN THE UNITED STATES DURING THE 20TH CENTURY. DATA ARE FROM UNITED STATES GOVERNMENT SOURCES--FROM SURVEYS, DECENNIAL CENSUSES, VITAL STATISTICS, AND ADMINISTRATIVE RECORDS. MOST DATA ARE FROM THE MONTHLY CURRENT POPULATION SURVEY AND THE DECENNIAL POPULATION CENSUSES. DATA ARE SHOWN ON POPULATION GROWTH AND COMPOSITION; LONGEVITY, MORTALITY, AND HEALTH; RESIDENCE AND MIGRATION; MARITAL AND FAMILY STATUS; FERTILITY; EDUCATION; LABOR FORCE PARTICIPATION; OCCUPATION AND INDUSTRY; WORK EXPERIENCE; INCOME AND POVERTY STATUS; VOTING AND HOLDING PUBLIC OFFICE; CRIME AND VICTIMIZATION; COMPARISONS OF WHITE AND BLACK WOMEN; AND ON SPANISH ORIGIN. THESE DATA ARE CROSS-CLASSIFIED BY ONE OR MORE OF THE FOLLOWING: AGE, SEX, DEATH RATE, MARITAL STATUS, NUMBER OF CHILDREN UNDER 18 YEARS OF AGE, YEARS OF SCHOOL COMPLETED, MAJOR OCCUPATION GROUP, OCCUPATION OR INDUSTRY OF LONGEST JOB, WORK EXPERIENCE, TYPE OF FAMILY.

NTIS: PB-254 779/4ST NTIS PRICES NOT AVAILABLE NTIS

4541 STATISTICAL TABLES ON MANPOWER. 68

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 111P.; REPRINT FROM 1968 MANPOWER REPORT.

EMPLOYMENT, EMPLOYMENT LEVEL, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, LABOR TURNOVER, MANPOWER UTILIZATION, OCCUPATIONS, PRODUCTIVITY, TABLES (DATA), UNEMPLOYMENT, VOCATIONAL EDUCATION, WAGES, WORKING HOURS

THE PRESIDENT SENDS TO THE CONGRESS EACH YEAR A REPORT ON THE NATIONS MANPOWER, AS REQUIRED BY THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, WHICH INCLUDES A COMPREHENSIVE REPORT BY THE DEPARTMENT OF LABOR ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING. THIS STATISTICAL APPENDIX TO THE DEPARTMENT OF LABOR REPORT

(CONT.)
4541 PRESENTS DATA UNDER SEVEN MAJOR HEADINGS. SECTION A CONTAINS DATA ON THE LABOR FORCE, EMPLOYMENT, UNEMPLOYMENT, LONG TERM UNEMPLOYMENT, AND FULL- AND PART-TIME EMPLOYMENT. IN SECTION B THE SPECIAL LABOR FORCE DATA INCLUDE TABLES ON MARITAL STATUS, SCHOOL ENROLLMENT, EDUCATIONAL ATTAINMENT, AND DUAL JOBHOLDERS AND WORK EXPERIENCE. SECTION C CONTAINS DATA ON EMPLOYMENT, HOURS, EARNINGS, AND LABOR TURNOVER IN NONAGRICULTURAL ESTABLISHMENTS. THE STATE AND AREA EMPLOYMENT AND UNEMPLOYMENT DATA COMPOSE SECTION D. IN SECTION E, ESTIMATES AND PROJECTIONS ARE MADE FOR POPULATION AND LABOR FORCE, EMPLOYMENT, EDUCATIONAL ATTAINMENTS, AND GOALS. IN SECTION F, MANPOWER PROGRAM STATISTICS INCLUDE BOTH MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS AND OTHER PROGRAMS. SECTION G CONTAINS PRODUCTIVITY, GROSS NATIONAL PRODUCT, AND OTHER DATA. THE MANPOWER REPORT OF THE PRESIDENT FOR 1968 IS AVAILABLE AS ED 020 299. (MU)
ERIC: ED029116 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20210

4542 STATISTICAL THEORIES OF DISCRIMINATION IN LABOR MARKETS 1977
AIGNER, D.J.: CAIN, G.G.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.2, JAN 1977, P. 175-187. BIBLIOG. 41
BLACKS, DISCRIMINATION, ECONOMIC THEORY, ECONOMICS, INDUSTRIAL RELATIONS, LABOR MARKET, MODELING, PRODUCTIVITY, QUANTITATIVE METHODS, WAGES, WOMEN
DESCRIBES SEVERAL MODELS FORMULATED TO CLARIFY THE MEANING OF ECONOMIC STATISTICAL DISCRIMINATION. THE THEORY IS SIMPLIFIED AND PLAUSIBLE EMPIRICAL IMPLICATIONS ARE INVESTIGATED. DIFFERENCES BETWEEN GROUP AND INDIVIDUAL DISCRIMINATION ARE IDENTIFIED.
MGMT: ILR77A0175

4543 A STATISTICAL TYPOLOGY OF URBAN AREAS 1975
PIDOT, G. JR.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG. 1975, P. 486-490. BIBLIOG. 3
CORRELATION ANALYSIS, ECONOMIC TRENDS, EDUCATION, FINANCE, INCOME, INDEX, INFORMATION PROCESSING, LOCAL GOVERNMENT, MANUFACTURING, MINORITIES, PUBLIC ADMINISTRATION, PUBLIC FINANCE, QUANTITATIVE METHODS, REVENUE SHARING, STATISTICS, UNEMPLOYMENT, URBAN DEVELOPMENT
CREATES A STATISTICAL TYPOLOGY BASED ON FREQUENTLY USED DATA FOR THE CENSUS DEFINED S.M.S.A.S AS OF 1960. FORTY EIGHT SOCIOECONOMIC VARIABLES ARE STUDIED IN THE ECONOMIC ANALYSIS OF URBAN AREAS. THE FISCAL REDISTRIBUTION UNDER FEDERAL GENERAL REVENUE SHARING IS INVESTIGATED USING A GROUPING OF PRINCIPAL COMPONENT INDICES FOR THE UNDERLYING SOCIOECONOMIC DATA.
MGMT: ASA75HP486

4544 STATISTICS OF SCIENCE AND TECHNOLOGY 1970. 70
DEPARTMENT OF EDUCATION AND SCIENCE, LONDON (ENGLAND).
NOTES: 127P.
EMPLOYMENT, ENGINEERING, EXPENDITURES, SCIENTIFIC MANPOWER, SCIENTIFIC RESEARCH, SURVEYS, TECHNOLOGY, GREAT BRITAIN, UNITED KINGDOM
THIS DOCUMENT REPORTS AVAILABLE STATISTICS RELEVANT TO SCIENCE AND TECHNOLOGY IN GREAT BRITAIN. THE 52 TABLES ARE ARRANGED IN NINE SECTIONS (1) SCIENTIFIC RESEARCH AND DEVELOPMENT IN THE UNITED KINGDOM, (2) CENTRAL GOVERNMENT EXPENDITURE ON SCIENTIFIC RESEARCH AND DEVELOPMENT, (3) OVERSEAS TECHNOLOGICAL ROYALTY TRANSACTIONS, (4) NEW SUPPLY OF QUALIFIED MANPOWER, (5) FIRST EMPLOYMENT OF UNIVERSITY GRADUATES, (6) STAFF IN EDUCATION, (7) STUDENTS IN EDUCATION, (8) EXAMINATIONS, AND (9) TRIENNIAL MANPOWER SURVEYS, 1965 AND 1968. SOURCES OF FURTHER INFORMATION ON THE TOPIC OF EACH TABLE ARE ALSO GIVEN. (MM)
ERIC: ED058047 HER MAJESTYS STATIONERY OFFICE, P. O. BOX 569, LONDON SE1, ENGLAND

4545 STATISTICS ON MINORITIES AND WOMEN INFORMATION USEFUL FOR AFFIRMATIVE ACTION COMPLIANCE PROGRAMS IN NEW YORK STATE. APR 76
NEW YORK STATE DEPT. OF LABOR, ALBANY. RESEARCH AND STATISTICS OFFICE.
NOTES: 133P.
AFFIRMATIVE ACTION, EMPLOYMENT PRACTICES, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR FORCE, LABOR LEGISLATION, METROPOLITAN AREAS, MINORITY GROUPS, PROGRAM COORDINATION, PROGRAM DEVELOPMENT, SEX DISCRIMINATION, STATISTICAL DATA, UNEMPLOYED, UNEMPLOYMENT, NEW YORK (NEW YORK)
PREPARED TO PROVIDE EMPLOYERS AND GOVERNMENT AGENCIES WITH DATA NEEDED TO EFFECTIVELY DEVELOP, IMPLEMENT, AND ANALYZE AFFIRMATIVE ACTION COMPLIANCE PROGRAMS AS REQUIRED BY REVISED ORDER NO. 4 OF THE U.S. DEPARTMENT OF LABOR OFFICE OF FEDERAL CONTRACT COMPLIANCE. THIS BOOKLET SPECIFICALLY COVERS THE FOLLOWING FACTORS ENUMERATED IN THE ORDER (1) THE MINORITY POPULATION OF THE LABOR AREAS SURROUNDING THE FACILITY: (2) THE PERCENTAGE OF THE FEMALE AND MINORITY WORK FORCES AS EACH COMPARES WITH THE TOTAL WORK FORCE IN THE IMMEDIATE LABOR AREA: (3) THE SIZE OF THE FEMALE AND MINORITY UNEMPLOYMENT FORCE IN THE LABOR AREA SURROUNDING THE FACILITY: AND, (4) THE GENERAL AVAILABILITY OF MINORITIES AND WOMEN HAVING REQUISITE SKILLS IN THE LABOR AREA AND IN AN AREA FROM WHICH THE CONTRACTOR CAN REASONABLY RECRUIT. TO SUPPLEMENT THE INFORMATION CONTAINED IN THIS BOOKLET, DATA ON THE OCCUPATIONAL, SEX, ETHNIC, AND RACIAL CHARACTERISTICS OF JOB APPLICANTS REGISTERED WITH THE NEW YORK STATE EMPLOYMENT SERVICES ARE AVAILABLE. NINE TABLES ARE INCLUDED ALONG WITH A NEW YORK STATE STANDARD METROPOLITAN STATISTICAL AREAS MAP. (AUTHOR/AM)
ERIC: ED126172

4546 STATUS A MONTHLY CHARTBOOK OF SOCIAL AND ECONOMIC TRENDS JUL 76
BUREAU OF THE CENSUS, WASHINGTON, D.C.
PAPER COPY AVAILABLE FROM BUREAU OF THE CENSUS, SUBSCRIBER SERVICES SECTION (PUBLICATIONS), WASHINGTON, D.C. 20233.
NOTES: 99P
DEMOGRAPHIC SURVEYS, ECONOMIC SURVEYS, SOCIOECONOMIC STATUS, STATUS CHARTBOOK OF SOCIAL AND ECONOMIC TRENDS, NTISCOMCEN
A GRAPHIC PRESENTATION IS MADE OF CURRENT STATISTICAL INFORMATION FROM THE DIVERSE AGENCIES OF THE FEDERAL STATISTICAL SYSTEM ON MAJOR SOCIAL AND ECONOMIC CONDITIONS WITHIN THE UNITED STATES. THE BOOK CONTAINS SECTIONS ON PEOPLE, COMMUNITY, ECONOMY, AND TRENDS. A MAP OF THE MONTH, SOURCES, A SPECIAL FEATURE, AND NOTES AND DEFINITIONS ARE ALSO INCLUDED. THE CHARTS COVER SUCH STANDARD INDICATORS AS THE GROSS NATIONAL PRODUCT, EMPLOYMENT AND UNEMPLOYMENT, PERSONAL INCOME, AND THE CONSUMER PRICE INDEX. IN ADDITION, THERE ARE CHARTS AND TABLES SHOWING POPULATION PROJECTIONS, LABOR TURNOVER, CHARACTERISTICS OF WOMEN, HOUSING TRENDS, CRIMINAL JUSTICE EXPENDITURES, AND VOTER PARTICIPATION IN ELECTIONS. THIS IS THE FIRST REPORT IN A NEW SERIES.
NTIS: PB-258 539/1ST NTIS PRICES NOT AVAILABLE NTIS

4547 THE STATUS OF AND NEED FOR VOCATIONAL-INDUSTRIAL EDUCATION IN JEFFERSON COUNTY MISSOURI. 68
ANDREWS, EARL RAYMOND
NOTES: 170P.; ED.D. DISSERTATION, MISSOURI UNIVERSITY
COMMUNITY SURVEYS, CURRICULUM DEVELOPMENT, DOCTORAL THESES, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, MANPOWER DEVELOPMENT, OCCUPATIONAL SURVEYS, POST SECONDARY EDUCATION, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, SECONDARY EDUCATION, STUDENT NEEDS, TAX SUPPORT, TECHNICAL EDUCATION, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION, JEFFERSON COUNTY, MISSOURI
TO ASSESS THE STATUS OF AND NEED FOR VOCATIONAL-INDUSTRIAL EDUCATION WITHIN JEFFERSON COUNTY, AND TO PROVIDE A MORE OBJECTIVE BASIS FOR PROGRAM AND CURRICULUM DEVELOPMENT, DATA WERE GATHERED ON (1) EMPLOYMENT OPPORTUNITIES WITHIN THE LABOR MARKET AREA, (2) STUDENT INTERESTS IN VOCATIONAL-INDUSTRIAL EDUCATION, AND (3) THE FINANCIAL POTENTIAL OF THE LOCAL SCHOOL DISTRICTS AND JEFFERSON COLLEGE TO SUPPORT A PROGRAM OF VOCATIONAL-INDUSTRIAL EDUCATION. BASED ON THE ANALYSIS AND INTERPRETATION OF THE ABOVE DATA, SEVERAL CONCLUSIONS WERE REACHED (1) THE SCOPE OF VOCATIONAL-INDUSTRIAL EDUCATION IN JEFFERSON APPEARS INADEQUATE IN RELATION TO THE CRITICAL NEED FOR INDUSTRIAL WORKERS AND THE NEEDS OF THE 75 PERCENT OF HIGH SCHOOL GRADUATES WHO DID NOT ATTEND COLLEGE OR RECEIVE ANY VOCATIONAL TRAINING IN HIGH SCHOOL, (2) JEFFERSON COLLEGE APPEARED TO BE IN A BETTER FINANCIAL POSITION THAN THE HIGH SCHOOL DISTRICTS TO PROVIDE AN ADEQUATE PROGRAM WITHIN JEFFERSON COUNTY, AND (3) FOR POST-HIGH EDUCATIONAL PROGRAMS, SUCH AS MEDICAL TECHNICIAN, PROFESSIONAL NURSE, AND ENGINEERING TECHNICIAN, STUDENTS WILL MOST LIKELY ENROLL AT JEFFERSON COLLEGE. (AUTHOR/JS)
ERIC: ED055213 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 68-12,483, MF $4.00; XEROGRAPHY $10.00)

4548 THE STATUS OF ASIAN AND FILIPINO EMPLOYEES IN THE CALIFORNIA STATE CIVIL SERVICE 1976
CALIFORNIA STATE PERSONNEL BOARD, SACRAMENTO.
NOTES: SPECIAL REPT. 41P
EMPLOYMENT, MINORITY GROUPS, STATE GOVERNMENT, ASIAN AMERICANS, FILIPINOS, NTISSLLC
THIS REPORT DESCRIBES THE CURRENT EMPLOYMENT STATUS OF ASIAN AND FILIPINO EMPLOYEES IN THE CALIFORNIA STATE CIVIL SERVICE, AND IS THE THIRD SPECIAL REPORT PUBLISHED BY THE STATE PERSONNEL BOARD ON THE STATUS OF SPECIFIC MINORITY GROUPS. AS ONE OF ITS PRIMARY STRATEGIC GOALS, THE PERSONNEL BOARD IS COMMITTED TO ACHIEVE, THROUGH LEADERSHIP IN THE PERSONNEL MANAGEMENT SYSTEM, A STATE WORK FORCE WITH EACH ETHNIC GROUP AND WOMEN REASONABLY REPRESENTED BY OCCUPATION, RESPONSIBILITY, AND SALARY LEVEL IN PROPORTION TO ITS REPRESENTATION IN THE APPROPRIATE LABOR RESOURCE POOL.
NTIS: PB-263 911/5ST NTIS PRICES PC A03/MF A01

4549 THE STATUS OF EDUCATION AND TRAINING OF RURAL YOUTH--THE IMPACT OF SOCIOECONOMIC CHANGE. 23OCT67
CUSHMAN, M.L.
NOTES: 17P.
ADMINISTRATIVE PERSONNEL, COMMUNITY, CURRICULUM, DROPOUT RATE, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL RESPONSIBILITY, GUIDANCE, MIGRATION, OCCUPATIONS, OPPORTUNITIES, PROBLEMS, PROGRAMS, RESEARCH, RURAL SCHOOLS, RURAL YOUTH, SCHOOL BUILDINGS, SCHOOL REDISTRICTING, STATE AID, TEACHERS, TEACHING METHODS, URBAN SCHOOLS, VOCATIONAL EDUCATION
RURAL SCHOOLS HAVE GREATER EDUCATIONAL RESPONSIBILITIES THAN URBAN SCHOOLS BECAUSE THEY MUST ATTEMPT TO PREPARE YOUTH EITHER FOR RURAL OCCUPATIONS, IF THEY REMAIN IN THE RURAL COMMUNITY, OR FOR URBAN OCCUPATIONS, IF THEY MIGRATE. IT WOULD APPEAR THAT RURAL SCHOOLS ARE FAILING TO DO THIS, AS EVIDENCED BY THEIR HIGH DROPOUT RATE, LACK OF GUIDANCE OPPORTUNITIES, AND INADEQUATE CURRICULUM. TO INCREASE THE EFFECTIVENESS OF THE SMALL SCHOOL AND TO IMPROVE THE EDUCATIONAL OPPORTUNITIES OF RURAL YOUTH, SCHOOL REDISTRICTING SHOULD BE ACCELERATED, NEW SCHOOL BUILDINGS CONSTRUCTED, RURAL TEACHERS AND ADMINISTRATORS BETTER PREPARED, AND MORE RESEARCH CONDUCTED. OTHER SUGGESTIONS INCLUDE--REVISION OF STATE AID FORMULAS, CREATION OF INTERMEDIATE SCHOOL DISTRICTS, EXPANSION OF VOCATIONAL EDUCATION, AND UTILIZATION OF LOCAL RESOURCES IN TEACHING METHODOLOGY. DUE TO THE EXPANSION OF KNOWLEDGE, YOUNG PEOPLE MUST BE TAUGHT TO GENERALIZE TODAY SO THAT IN THE FUTURE THEY MAY BE ABLE TO DISCOVER THE FACTS THEY WILL NEED TO KNOW TO SUCCEED. WE MUST REDEFINE OUR PRIORITIES AND DO A BETTER JOB WITH THE

(CONT.)

4549 TECHNIQUES AND TOOLS THAT ARE ALREADY AVAILABLE. THIS SPEECH WAS PRESENTED AT THE NATIONAL OUTLOOK CONFERENCE ON RURAL YOUTH, OCTOBER 23-26, 1967, WASHINGTON, D. C., SPONSORED JOINTLY BY THE U. S. DEPARTMENTS OF AGRICULTURE, HEALTH, EDUCATION, AND WELFARE, INTERIOR, AND LABOR, OEO, AND THE PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY. (JS)
ERIC: ED014363

4550 THE STATUS OF THE BLACK CPA - AN UPDATE 1976
MITCHELL, B.N.
JOURNAL OF ACCOUNTANCY, VOL.141, NO.5, MAY 1976, P. 52-58.
ACCOUNTING, AFFIRMATIVE ACTION, BLACKS, CAREER DEVELOPMENT, CPA, HUMAN RESOURCE DEVELOPMENT, MINORITIES
BLACK CPAS ARE GROWING IN NUMBER. THIS STUDY EXAMINES THE FACTORS RELATING TO THIS GROWTH, MOTIVATION, AGE, AND INCOME OF MINORITIES IN ACCOUNTING.
MGMT: JAC76E0052

4551 THE STATUS OF WOMEN IN THE UNITED STATES, 1976: STILL LOOKING FOR JUSTICE AND EQUITY 1976
LEPPER, M.M.
PUBLIC ADMINISTRATION REVIEW, VOL.36, NO.4, JULY/AUG 1976, P. 365-369. BIBLIOG. 10
AFFIRMATIVE ACTION, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, UNITED STATES, WOMEN
HISTORICAL VIEW OF THE STATUS OF WOMEN. CALLS FOR AFFIRMATIVE ACTION TO OVERCOME PAST DISCRIMINATION.
MGMT: PAF76G0365

4552 THE STATUS OF WOMEN UNDER THE CONSTITUTION 1975
HANCOCK, W.L.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 460-462. BIBLIOG. 24
CIVIL RIGHTS, DISCRIMINATION, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, LABOR LAW, LEGISLATION, MINORITIES, WOMEN, WOMEN IN BUSINESS
VARIOUS SUPREME COURT DECISIONS RELATED TO DISCRIMINATION, CIVIL RIGHTS, EQUAL PAY LEGISLATION, EQUAL EMPLOYMENT OPPORTUNITY, EDUCATION, AND CONSTITUTIONAL AMENDMENTS GUARANTEEING WOMENS RIGHTS ARE REVIEWED. THE IMPLICATIONS OF THESE DECISIONS ARE DISCUSSED.
MGMT: AMJ75HP460

4553 STAYING FREE IS A JOB JAN 71
AUN, EMIL MICHAEL
MANPOWER:3:1:8-13
CRIMINALS, DISADVANTAGED ENVIRONMENT, EMPLOYMENT PROGRAMS, INTERAGENCY COOPERATION, MANPOWER UTILIZATION, PROBATIONARY PERIOD, REHABILITATION COUNSELING, BALTIMORE, CONCENTRATED EMPLOYMENT PROGRAM, CEP
THIS SPECIAL ISSUE OF MANPOWER IS ENTITLED MAKING PRISON TRAINING WORK. (BH)
ERIC: EJ031979

4554 STAYING IN SCHOOL AN EVALUATION OF A PROGRAM TO PREVENT SCHOOL DROPOUTS. FINAL REPORT. 71
BERKOWITZ, LOUIS, ED.:AND OTHERS
EDUCATIONAL ALLIANCE, INC., NEW YORK, N.Y. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 128P.
AFFECTIVE BEHAVIOR, CHANGING ATTITUDES, COUNSELING PROGRAMS, DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, DROPOUT PREVENTION, JOB PLACEMENT, JOB TRAINING, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SCHOOL COMMUNITY PROGRAMS, SECONDARY GRADES, SOCIAL WELFARE, STUDENT MOTIVATION, URBAN AREAS, WORK EXPERIENCE PROGRAMS, YOUTH PROGRAMS, NEW YORK CITY
THIS DEMONSTRATION PROJECT IN NEW YORK CITY UNDERTOOK TO HELP POTENTIAL DROPOUTS REMAIN IN SCHOOL THROUGH THE INTRODUCTION OF A PROGRAM WHICH COMBINED AFTER-SCHOOL WORK EXPERIENCE WITH GROUP AND INDIVIDUAL COUNSELING. CONCOMITANTLY, IT SOUGHT TO DEVELOP AN EFFECTIVE INTERVENTION METHODOLOGY FOR REPLICATION IN OTHER COMMUNITIES. THE PRINCIPAL INTERVENTION STRATEGY INVOLVED MAXIMIZING THE ROLE OF AN AUTONOMOUS, COMMUNITY-BASED SOCIAL AGENCY WITH VARIED PUBLIC AGENCY CONTACTS AND DIVERSE FACILITIES AND PROGRAMS. THROUGH THE INTEGRATION OF SEVERAL SOCIAL WORK APPROACHES, WHICH COMBINED SPECIFIC METHODOLOGIES OF ADJUSTMENT, ADVOCACY, AND ACCOMMODATION, PUPILS WERE AIDED IN ADJUSTING TO THE EDUCATIONAL ENVIRONMENT WHILE AT THE SAME TIME MEDIATION WITH THE SCHOOL SYSTEM WAS ESTABLISHED. (AUTHOR/SN)
ERIC: ED076751 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 214 492, MF $.95, HC $3.00)

4555 THE STEADY-STATE BEHAVIOR OF A MANPOWER PLANNING MODEL IN WHICH CLASS CORRESPONDS TO LENGTH OF SERVICE 1977
MCCLEAN, S.
OPERATIONAL RESEARCH QUARTERLY, VOL.28, NO.2, 1977, P. 305-311. BIBLIOG. 9
EMPLOYEES, FORECASTING, JOB MOBILITY, LABOR FORCE, MANAGEMENT, MARKOV CHAIN, MODELING, PERSONNEL MANAGEMENT, PLANNING, QUANTITATIVE METHODS, STAFFING, STATISTICAL MODEL, TURNOVER
IN ORDER TO INSURE ADEQUATE STAFFING OF ALL JOB LEVELS AND DEPARTMENTS IN FUTURE YEARS, PERSONNEL MANAGERS MUST BE SENSITIVE TO THE RATE OF TURNOVER THROUGHOUT THE CORPORATE

(CONT.)
4555 LABOR FORCE. MARKOV CHAIN ANALYSIS HELPS FORECASTING STAFFING PROBLEM AREAS.
MGMT: OQT7730305

4556 STEAM-POWER-PLANT OPERATOR (LIGHT, HEAT + POWER) 952.782-040--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, ENGINEERING TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, KINETICS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STEAM POWER PLANT OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE TENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED070774

4557 STEEL INDUSTRY EQUAL EMPLOYMENT CONSENT DECREES 1974
MATERA, V.L.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES. PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 217-224.
AFFIRMATIVE ACTION, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, JOB CLASSIFICATION, JOB SECURITY, LITIGATION, MINORITIES, PROMOTION, SENIORITY, STEEL INDUSTRY, UNIONS
DISCUSSES THE CONSENT DECREES HANDED DOWN BY THE COURTS TO THE STEEL INDUSTRY AND STEELWORKERS UNION RELATING TO THE DISCRIMINATORY EFFECT OF SENIORITY SYSTEMS.
MGMT: IRR7470217

4558 STEEL WORKERS IN INDIA FUND THEIR OWN RAISES 1977
CLUTTERBUCK, D.
INTERNATIONAL MANAGEMENT, VOL.32, NO.7, JULY 1977, P. 53.
INDIA, INDUSTRIAL RELATIONS, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, STEEL INDUSTRY, WAGES
WORKERS IN STEEL COMPANIES OF INDIA INCREASED PRODUCTIVITY TO FINANCE THEIR WAGE INCREASES. THE PROCEDURE OF COOPERATIVE MANAGEMENT IS EXPLAINED.
MGMT: IMG77G0053

4559 STEEL: BUMPING AGAINST A PRODUCTIVITY CEILING 1976
BUSINESS WEEK, NO.2433, MAY 24, 1976, P. 92-97.
BLUE COLLAR WORKER, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB SECURITY, LABOR FORCE, LAYOFF, MARKET DEMAND, PAYROLL, PRODUCTIVITY, STEEL INDUSTRY, TECHNOLOGICAL CHANGE, UNIONS, WAGES
WITH NEW TECHNOLOGY, THE STEEL INDUSTRY LABOR FORCE HAS SHRUNK SINCE THE MID-1950S. OVER 100,000 STEELWORKER JOBS HAVE VANISHED OVER THIS PERIOD BUT PRODUCTIVITY HAS INCREASED. IT IS QUESTIONABLE WHETHER THE INDUSTRY CAN REGENERATE A BIG OUTPUT PER MAN-HOUR SPURT.
MGMT: BWE76E2492

4560 STEEL: HEALING THE WOUNDS OF PAST JOB BIAS 1975
BUSINESS WEEK, NO.2380, MAY 12, 1975, P. 36H-J.
DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB DEVELOPMENT, JOB ROTATION, JOB SATISFACTION, LABOR RELATIONS, MANAGEMENT, MINORITIES, PROMOTION, STEEL INDUSTRY, UNIONS, WOMEN IN BUSINESS
DISCRIMINATORY SENIORITY PRACTICES BANNED BY 1974 COURT ORDER, BLACKS AND WOMEN NOW CAN HAVE JOBS PREVIOUSLY SELDOM AVAILABLE.
MGMT: BWE75F1236-2

4561 STEMMER, MACHINE (TOBACCO) 521.885 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFF FARM AGRICULTURAL OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STEMMER MACHINE (TOBACCO)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE:

(CONT.)
4561 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060106

4562 STENOGRAPHER (CLERICAL) 202.388; TYPIST (CLERICAL) 203.588; CLERK-TYPIST (CLERICAL) 209.388--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. SEP 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 23P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, STENOGRAPHERS, TEST RELIABILITY, TEST VALIDITY, TYPISTS, CLERK TYPIST, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059288

4563 STEP, SCHOOL TO EMPLOYMENT PROGRAM, SCHOOL YEAR--1963-1964. 64
SAVITZKY, CHARLES
NEW YORK CITY BOARD OF EDUCATION, BROOKLYN, N.Y.
NOTES: 22P.
BOARDS OF EDUCATION, DROPOUT PREVENTION, DROPOUT REHABILITATION, EMPLOYMENT OPPORTUNITIES, GUIDANCE COUNSELING, INSTRUCTIONAL MATERIALS, JOB PLACEMENT, JOB TRAINING, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, SECONDARY EDUCATION, STATE PROGRAMS, STUDENT MOTIVATION, YOUTH OPPORTUNITIES, NEW YORK, NEW YORK CITY, SCHOOL TO EMPLOYMENT PROGRAM (STEP)
EMPHASIS WAS PLACED ON STRENGHTENING INSTRUCTIONAL PLANS BY DEVELOPMENT OF SPECIAL RESOURCE MATERIALS AND ENCOURAGEMENT OF COORDINATORS TO CONSULT MORE FREQUENTLY WITH SUBJECT TEACHERS TO PLAN COOPERATIVELY FOR THE PROGRESS OF STUDENTS. STEP REMAINED EFFECTIVE IN MOTIVATING STUDENTS TO CONTINUE THEIR SCHOOLING TO GRADUATION, AS WELL AS IN UPGRADING THOSE STUDENTS WHO LEAVE BEFORE GRADUATION SO THAT THEY MAY BE BETTER PREPARED FOR THE WORLD OF WORK. THE BUDGET WAS $65,745.99, WELL BELOW THE ESTIMATED $85,075. MATERIALS DISTRIBUTED DURING THE YEAR INCLUDED--JOB ORIENTATION AND GUIDANCE CONTENT OUTLINES, JOB GUIDES, CIVIL SERVICE MATERIAL, JOB REFERRALS AND PLACEMENTS, LESSON PLANNING AND INSTRUCTION, MAPS, CARTOONS, AND ECONOMIC GRAPHS. THE ADVISORY COUNCIL FUNCTIONS IN AN IMPORTANT CONSULTANT CAPACITY. OF 577 INDIVIDUALS ENROLLED, 28.4 PERCENT WERE DISCHARGED, 36.4 PERCENT RESUMED THE REGULAR PROGRAM, 27.5 PERCENT CONTINUED IN THE PROGRAM, AND 7.7 PERCENT GRADUATED. OF THE DISCHARGED GROUP, 57.3 PERCENT WERE DISCHARGED FOR FULL-TIME EMPLOYMENT. OVER 90 PERCENT OF THE TOTAL WERE EMPLOYED IN PRIVATE INDUSTRY.
ERIC: ED001436

4564 A STEP-BY-STEP GUIDE TO JOB PLACEMENT.
MILLER, SUSAN F.
MOUNT ARARAT SCHOOL, TOPSHAM, MAINE. MAINE STATE DEPT. OF EDUCATIONAL AND CULTURAL SERVICES, AUGUSTA. BUREAU OF VOCATIONAL EDUCATION.
NOTES: 61P.; PHOTOGRAPHS WILL REPRODUCE POORLY
EDUCATIONAL PROGRAMS, EMPLOYMENT SERVICES, GUIDANCE SERVICES, GUIDELINES, HIGH SCHOOL GRADUATES, JOB DEVELOPMENT, JOB PLACEMENT, MODELS, NEEDS ASSESSMENT, PROGRAM DESCRIPTIONS, PROGRAM GUIDES, RECORDS (FORMS), SECONDARY EDUCATION, STUDENT DEVELOPMENT, VOCATIONAL FOLLOWUP, YOUTH EMPLOYMENT
THE DOCUMENT PRESENTS A PROCEDURAL GUIDE FOR SETTING UP AND MANAGING A JOB PLACEMENT PROGRAM FOR HIGH SCHOOL GRADUATES. FOUR ALTERNATIVE MODELS ARE PRESENTED (1) A SCHOOL-BASED MODEL INVOLVING A PLACEMENT PERSON, PLACEMENT OFFICE, COMPREHENSIVE PROGRAM, AND INTEGRATION INTO THE SCHOOL PROGRAM; (2) A PLACEMENT TEAM MODEL, INVOLVING TEACHER VOLUNTEERS; (3) A REGIONAL CENTER MODEL, A COOPERATIVE PLAN UTILIZING A REGIONAL VOCATIONAL CENTER; AND (4) A SENIOR PLACEMENT ASSISTANT MODEL, FEATURING THE ACTIVE INVOLVEMENT OF A PLACEMENT ASSISTANT DURING THE FINAL SEMESTER TO ASSIST SENIORS IN JOB-SEEKING. STEPS FOR A COMPREHENSIVE PLACEMENT PROGRAM ARE PRESENTED TOGETHER WITH MATERIALS THAT WILL HELP THE STUDENTS AND PLACEMENT PERSON IN THE PROCESS OF JOB-SEEKING (1) NEEDS ASSESSMENT, DISCUSSING STUDENT NEEDS AND EMPLOYER NEEDS; (2) JOB DEVELOPMENT;

(CONT.)

4564 (3) STUDENT DEVELOPMENT, DESCRIPTIONS OF JOB-SEEKING/JOB-KEEPING SEMINARS, SERVICES FOR UNDERGRADUATES, GAMES, ACTIVITIES, FORMS, AND QUESTIONNAIRES; (4) THE PLACEMENT SYSTEM, DISCUSSING THE PLACEMENT OF YOUNGER STUDENTS, THE COMPANY FILE, VARIOUS JOB-RELATED FORMS, PLACING SENIORS BEFORE GRADUATION, AND COORDINATION WITH EXISTING PLACEMENT AGENCIES; (5) STUDENT FOLLOWUP, FOCUSING ON EMPLOYER ROLE, POST-GRADUATE FOLLOWUP METHODS AND FORMS, AND UNDERGRADUATE FOLLOWUP GROUPS; AND (6) EVALUATION METHODS AND FORMS. (EC)
ERIC: ED121988

4565 STEPS TO OPENING THE SKILLED TRADES TO WOMEN. JUN 74
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
NOTES: 9P.
APPRENTICESHIPS, CHANGE STRATEGIES, EDUCATIONAL PROGRAMS, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR UNIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, PROGRAM DESCRIPTIONS, RECRUITMENT, SEX DISCRIMINATION, SKILLED OCCUPATIONS, TRADE AND INDUSTRIAL EDUCATION, WORKING WOMEN, EMPLOYER RESPONSIBILITY
EMPLOYERS AND UNIONS ACCEPTANCE IN ATTITUDE AND PRACTICE OF THE EQUAL CAPACITY OF WOMEN TO FUNCTION IN THE SKILLED TRADES AND OTHER APPRENTICE-TYPE JOBS DEPENDS UPON KNOWLEDGE OF FACTS, ACTUAL EXPERIENCE, AND UNDERSTANDING OF EQUAL OPPORTUNITY LAWS, ACCORDING TO THE AUTHORS OF THE DOCUMENT, WHICH OFFERS TO EMPLOYERS FIRST STEPS TO TAKE TO INCREASE THE EMPLOYMENT OF WOMEN IN THE SKILLED TRADES, STEPS TO TAKE TO BETTER UTILIZE WOMEN WORKERS ONCE THEY HAVE BEEN HIRED, AND STEPS UNIONS CAN TAKE TO OPEN THE SKILLED TRADES TO WOMEN. ADVICE IS OFFERED TO WOMEN ON ACCELERATING THEIR ENTRY INTO SKILLED TRADES, AND SPECIAL PROGRAMS NOW UNDERWAY TO HELP WOMEN ENTER THE SKILLED TRADES ARE ENUMERATED AND BRIEFLY DESCRIBED. (AJ)
ERIC: ED099546

4566 STEREOTYPER (PRINT. + PUB.) 975.782--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STEREOTYPES
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED062439

4567 STEREOTYPES OF WOMEN IN THE MEDIA AND THEIR IMPACT ON WOMENS CAREERS 1977
FOX, H.W.; RENAS, S.R.
HUMAN RESOURCE MANAGEMENT, VOL.16, NO.1, SPRING 1977, P. 28-31.
ADVERTISING, CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, MANAGEMENT, WOMEN IN BUSINESS
EXAMINES THE NEGATIVE INFLUENCE ON CAREER EXPLORATION AND CHOICE OF THE TRADITIONAL STEREOTYPED ROLES OF WOMEN AS THEY CONTINUE TO BE DEPICTED IN ADVERTISING.
MGMT: HRM77N0028

4568 STILL A LONG WAY TO GO 1977
GOODMAN, E.
CANADIAN BUSINESS MAGAZINE, VOL.50, NO.7, JULY 1977, P. 70-82.
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, PROMOTION, SUPERVISION, SURVEY, WOMEN IN BUSINESS
A SURVEY OF CANADIAN COMPANIES SHOWS PROGRESS HAS BEEN MADE TO OVERCOME DISCRIMINATION AGAINST WOMEN IN BUSINESS. MANY COMPANIES ENCOURAGE WOMEN IN EXECUTIVE POSITIONS FOR WHICH THEY QUALIFY, BUT IT WILL BE A WHILE BEFORE A BALANCE CAN BE MAINTAINED.
MGMT: CBM77G0070

4569 STILLMAN 542.280 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. OCT 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PETROLEUM INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STILLMAN

(CONT.)

4569 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060107

4570 STITCHER, MACHINE (BOOT + SHOE) 6-61.211--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NEEDLE TRADES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEWING MACHINE OPERATORS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MACHINE STITCHER (BOOT AND SHOE)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065635

4571 A STOCHASTIC MODEL OF DEMAND FORECASTING FOR TECHNICAL MANPOWER PLANNING 1977
KWAK, N.K.; GARRETT, W.A.; BARONE, S.
MANAGEMENT SCIENCE, VOL.23, NO.10, JUNE 1977, P. 1089-1098. BIBLOG. 20
DEMAND ANALYSIS, FORECASTING, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, PROBABILITY, QUANTITATIVE METHODS, SIMULATION, STOCHASTIC MODEL
FORECASTING THE DEMAND FOR A SHORT TIME FOR TECHNICAL MANPOWER IS DONE BY SIMULATION MODELING. APPLICATION TESTS OF THE MODEL ON DATA FROM MCDONNELL DOUGLAS CORPORATION IS INCLUDED.
MGMT: MSC77F1039

4572 STOCK CLERK II 1-38.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.; REVISED
APTITUDE TESTS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STOCK CLERK
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXERITY; AND MANUAL DEXERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059282

4573 STOCKING INSPECTOR I 6-14.235 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STOCKING INSPECTOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),

(CONT.)

4573 FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED060184

4574 STRATEGIES FOR IMPROVING HUMAN PRODUCTIVITY 1975

CUMMINGS, L.L.

PERSONNEL ADMINISTRATOR, VOL.20, NO.4, JUNE 1975, P. 40-43.

CAPITAL INVESTMENTS, EFFICIENCY, HUMAN BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, INFLATION, JOB PERFORMANCE, MANAGEMENT, MOTIVATION, ORGANIZATION STRUCTURE, PRODUCTIVITY, TECHNOLOGICAL CHANGE, TIME AND MOTION STUDY, TRAINING AND DEVELOPMENT, UNEMPLOYMENT

REVIEWS THEORIES ON INCREASING HUMAN PRODUCTIVITY, CONCLUDING THAT THE REINFORCEMENT ANALYSIS APPROACH OFFERS THE MOST VIABLE METHOD LEADING TO THE ENGINEERING OF THE HUMAN PERFORMANCE ENVIRONMENT.

MGMT: PA075F0040

4575 STRATEGIES FOR THE INCLUSION OF THE SPANISH SPEAKING IN THE IMPLEMENTATION OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973. 74

BRAY, JAVIER

NOTES: 16P.: FOR RELATED DOCUMENTS, SEE RC 008 067: RC 008 069-072

BACKGROUND, CHANGE STRATEGIES, EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM PLANNING, SELF DIRECTED GROUPS, SPANISH SPEAKING, VOCATIONAL EDUCATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973

THE MOST OBVIOUS FACTOR COMMON TO THE SPANISH SPEAKING IS THEIR LACK OF CONTROL AND MINIMAL INFLUENCE OVER INSTITUTIONS AND PROGRAMS AFFECTING THEM. THIS CHARACTERIZES THEIR SITUATION AS ONE OF SUBORDINATION TO THE DOMINANT CULTURES EXTERNAL POWERS, FOLLOWED BY THE DENIAL OF OCCUPATIONAL OPPORTUNITIES WHICH ARE MANIFESTED IN THE HIGH UNEMPLOYMENT AND UNDEREMPLOYMENT OF SPANISH SPEAKING AND THEIR SYSTEMATIC EXCLUSION FROM ADMINISTRATIVE AND EXECUTIVE POSITIONS. THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) PROVIDES FOR SOME PARTICIPATION BY ALL COMMUNITY-BASED AND CLIENT GROUPS IN LOCAL MANPOWER PROGRAMS. PRIME SPONSORS ARE TO ESTABLISH ADVISORY COUNCILS WHICH MUST INCLUDE A CROSS-SECTION OF CITIZENS AND SPECIAL INTEREST GROUPS, ESPECIALLY THOSE FOR WHOM THE SERVICES ARE INTENDED, AND MUST HAVE REPRESENTATION ON THE STATE MANPOWER COUNCILS. PROGRAMS OF DEMONSTRATED EFFECTIVENESS ARE TO BE CONTINUED AND THEIR SERVICES USED AS DEEMED APPROPRIATE. THUS, THE RATIONALE FOR DEVELOPING NEW STRATEGIES TO INCLUDE THE SPANISH SPEAKING IN THE PLANNING AND IMPLEMENTATION OF MANPOWER PROGRAMS IS A PROCESS-ORIENTED EDUCATIONAL PROGRAM LOCALLY ESTABLISHED AND CONTROLLED. YET, THESE COULD BE HINDERED BY THE LACK OF INFORMATIONAL, FINANCIAL, AND HUMAN RESOURCES TO PLAN AND IMPLEMENT NEW MANPOWER PROGRAMS: BY ORGANIZATIONAL PATTERNS CHARACTERISTIC TO PROGRAM MANAGEMENT AND DELIVERY: AND BY ATTITUDES AND EXPECTATIONS RESULTING FROM PAST PRACTICES AND BUILT-IN INTERESTS. (NQ)

ERIC: ED096040 NOT AVAILABLE SEPARATELY, SEE RC 008 067

4576 STRENGTHENING EMPLOYER SERVICES MAR 74

MANPOWER:6:3:2-9

EMPLOYERS, EMPLOYMENT SERVICES, EMPLOYMENT PROGRAMS, DISADVANTAGED GROUPS

A BROAD OVERVIEW OF THE CHANGING RELATIONSHIPS BETWEEN EMPLOYERS AND THE EMPLOYMENT SERVICE IS PRESENTED, WITH SPECIAL EMPHASIS ON THE NEED FOR INCREASED COOPERATION. THE NATIONAL EMPLOYERS COMMITTEE REPORT AND A PRIVATE CONSULTING FIRM REPORT ARE DISCUSSED. (SA)

ERIC: EJ097395

4577 STRENGTHENING THE NEIGHBORHOOD YOUTH CORPS. SEP 69

UNITED NEIGHBORHOOD HOUSES, NEW YORK, N.Y. GREATER NEW YORK FUND

NOTES: 42P.

FEDERAL PROGRAMS, DISADVANTAGED YOUTH, JOB PLACEMENT, DROPOUTS, RECRUITMENT, COUNSELING, JOB DEVELOPMENT, SKILL DEVELOPMENT, FOLLOWUP STUDIES, ON THE JOB TRAINING, NEIGHBORHOOD YOUTH CORPS

ONE HUNDRED AND FIFTY-NINE TEENAGE HIGH SCHOOL DROPOUTS WERE ENROLLED IN THE UNITED NEIGHBORHOOD HOUSES NEIGHBORHOOD YOUTH CORPS (UNH-NYC) FROM SEPTEMBER 1968 TO JANUARY 1969. THE DISADVANTAGED YOUTHS WERE 16-21 YEARS OF AGE AND WERE RECRUITED FROM 35 YOUTH EMPLOYMENT OFFICES LOCATED IN SETTLEMENTS AND DISADVANTAGED NEIGHBORHOODS. THE YOUTHS WERE ASSIGNED TO NON-PROFIT PRIVATE ORGANIZATIONS AND PUBLIC AGENCIES WHERE THEY WERE PLACED UNDER THE SUPERVISION OF SECRETARIES, SWITCHBOARD OPERATORS, JANITORS, AND NURSERY SCHOOL TEACHERS WHO WERE REGULAR EMPLOYEES. THE 127 FEMALES AND 32 MALES WERE PAID $45 FOR A 30-HOUR WEEK, AND RECEIVED IN ADDITION COUNSELING AND HEALTH SERVICES, REMEDIAL EDUCATION, AND SOME SKILL TRAINING. ABOUT 50 OF THE EMPLOYERS AND TRAINEES WERE INTERVIEWED ABOUT THE SUCCESS OF THE PROGRAM. THE UNH-NYC PROGRAM WAS SEVERELY HAMPERED

(CONT.)
4577 BECAUSE OF A LACK OF FUNDS. (BC)
AIM/ARM: VT009810 UNITED NEIGHBORHOOD HOUSES, 114 EAST 32ND STREET, NEW YORK, NEW YORK 10016 ($.75).

4578 STRENGTHENING THE NEIGHBORHOOD YOUTH CORPS. A REPORT ON THE SPECIAL SERVICES AND RESEARCH... SEP 69
BRUDNEY, JULIET F.
UNITED NEIGHBORHOOD HOUSES, NEW YORK, N.Y. GREATER NEW YORK FUND, N.Y.
NOTES: 42P.
DISADVANTAGED YOUTH, DROPOUTS, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, JOB PLACEMENT, SKILL DEVELOPMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, WORK EXPERIENCE, NEIGHBORHOOD YOUTH CORPS, NEW YORK CITY, UNITED NEIGHBORHOOD HOUSES
THIS REPORT EVALUATES THE UNITED NEIGHBORHOOD HOUSES NEIGHBORHOOD YOUTH CORPS PROGRAM (NEW YORK CITY) WHICH PROVIDES WORK EXPERIENCE, REMEDIATION AND COUNSELING SERVICES FOR APPROXIMATELY 150 HIGH SCHOOL DROPOUTS FROM LOW-INCOME FAMILIES. COUNSELING SERVICES, REMEDIAL EDUCATION, SKILL TRAINING, HEALTH SERVICES, AND JOB PLACEMENT ARE REVIEWED. ALSO INCLUDED ARE THE FINDINGS FROM INTERVIEWS WITH 55 CORPSMEN AND THEIR EMPLOYERS, THREE TO SIX WEEKS AFTER THEY HAD LEFT THE PROGRAM. (KG)
ERIC: ED036595 UNITED NEIGHBORHOOD HOUSES, 114 E. 32ND ST., NEW YORK, N.Y. 10016 ($.75)

4579 STRENGTHENING WIN JOB SERVICES FEB 75
DOLAND, ROLLIN H.
MANPOWER:7:2:25-7
JOB PLACEMENT, EMPLOYMENT SERVICES, CHANGE STRATEGIES, INFORMATION NEEDS, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL GUIDANCE, MANPOWER NEEDS, JOB APPLICATION, TRAINING, WISCONSIN, WIN, WORK INCENTIVE PROGRAM
THE WISCONSIN WORK INCENTIVE (WIN) PROGRAM ADOPTED SOME NEW STRATEGIES TO PROVIDE GREATER HELP TO ALL REGISTRANTS, AND TO DO SO IN A WAY THAT WOULD NOT OVERLOAD THE CAPABILITIES OF THE WIN STAFF. (AUTHOR)
ERIC: EJ112064

4580 THE STRENGTHS OF BLACK FAMILIES, BY ROBERT A. HILL: A REVIEW. EQUAL OPPORTUNITY REVIEW, MAY 1973. MAY 73
KATZ, WILLIAM A.
COLUMBIA UNIV., NEW YORK, N.Y. NATIONAL CENTER FOR RESEARCH AND INFORMATION ON EQUAL EDUCATIONAL OPPORTUNITY. BUREAU OF ELEMENTARY AND SECONDARY EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF EQUAL EDUCATIONAL OPPORTUNITIES.
NOTES: 3P.
ACHIEVEMENT NEED, ADOPTION, CENSUS FIGURES, ECONOMICALLY DISADVANTAGED, FAMILY (SOCIOLOGICAL UNIT), FAMILY INFLUENCE, FAMILY RESOURCES, FAMILY ROLE, LOW INCOME, NATIONAL SURVEYS, NEGRO INSTITUTIONS, RELIGIOUS FACTORS, ROLE PERCEPTION, SOCIOLOGY, WORK ATTITUDES
DR. ROBERT B. HILLS THE STRENGTHS OF BLACK FAMILIES (NEW YORK EMERSON HALL PUBLISHERS, 1972, 76PP.), WHICH INCLUDES A PREFACE BY VERNON E. JORDAN, JR., EXECUTIVE DIRECTOR OF THE URBAN LEAGUE, AND A FOREWORD BY ANDREW BILLINGSLEY, IS REVIEWED. DR. HILL BEGINS BY IDENTIFYING FIVE FAMILY STRENGTHS, WHICH FOR BLACKS CONSTITUTE ADAPTATIONS NECESSARY FOR SURVIVAL AND ADVANCEMENT IN A HOSTILE ENVIRONMENT. THE STRENGTHS ARE NOT DIFFERENT FROM THOSE CULTIVATED BY SOME WHITE FAMILIES. THE FIRST MAJOR STRENGTH OF POOR BLACK FAMILIES IS STRONG KINSHIP BONDS. THE SECOND STRENGTH IS A STRONG WORK ORIENTATION. THE THIRD STRENGTH IS ADAPTABILITY OF FAMILY ROLES, A RESPONSE TO ECONOMIC NECESSITIES ON THE PART OF BLACK, LOW-INCOME FAMILIES. A FOURTH STRENGTH OF THE BLACK POOR IS THEIR HIGH ACHIEVEMENT ORIENTATION. THE FIFTH MAJOR SOURCE OF BLACK FAMILY STRENGTH IS RELIGIOUS ORIENTATION. IN HIS CONCLUSIONS, DR. HILL ASSERTS THAT AN EXAMINATION OF BLACK FAMILY STRENGTHS COULDASSIST IN UNDERSTANDING THEIR WEAKNESSES, AND COULD THEREBY LEAD TO A PROPER PROGRAM FOR AIDING BLACKS IN AMERICA TODAY. (AUTHOR/JM)
ERIC: ED085430

4581 STRETCHING THE MANPOWER COLLAR 1975
HAMPTON, R.
MANAGEMENT REVIEW, VOL.64, NO.8, AUG 1975, P. 40-42.
CONTROL AND PLANNING, CONTROL TECHNIQUES, EMPLOYMENT POLICY, HIRING, JOB ANALYSIS, MANAGEMENT, PERFORMANCE, PROMOTION, TRAINING AND DEVELOPMENT
THE ARTICLE EXAMINES HOW ORGANIZATIONS CAN IMPROVE EMPLOYMENT EXPENDITURE BY SCRUTINIZING VACANCIES, IMPROVING HIRING, MONITORING PROMOTIONS, ORGANIZATIONAL IMPROVEMENTS, AND BETTER TRAINING. A CONDENSED VERSION FROM JANUARY-MARCH 1975 CIVIL SERVICE JOURNAL.
MGMT: 4RE75M0040

4582 STRIKING TO KEEP WHAT WEVE WON 1975
BUSINESS WEEK, NO.2399, SEPT 22, 1975, P. 25.
BUDGETING, COLLECTIVE BARGAINING, COST OF LIVING, ECONOMICS, EDUCATION, EMPLOYMENT POLICY, INDUSTRIAL RELATIONS, LAYOFF, PRODUCTIVITY, SALARY ADMINISTRATION, STRIKE, UNIONS, WAGES
STRIKES BY SCHOOLTEACHERS IN NEW YORK, CHICAGO AND OTHER CITIES ARE DIFFICULT TO RESOLVE AND A LONG-TERM IMPACT IS FORESEEN. EDUCATION NEEDS UPGRADING DESPITE LESS MONEY, FEWER TEACHERS, COST INCREASES AND NO SUBSTANTIAL HELP FORTHCOMING.
MGMT: 3WE75I2225

4583 STRIPPER (PRINT. + PUB.) 971.381--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GRAPHIC ARTS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHOTOCOMPOSITION, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STRIPPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED062404

4584 STRIPPER, HAND (TOBACCO) 3-12.10 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 6P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFF FARM AGRICULTURAL OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TOBACCO, GATB, GENERAL APTITUDE TEST BATTERY, STRIPPER HAND (TOBACCO)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060101

4585 A STRONG LIFT FOR INCOMES 1975
BUSINESS WEEK, NO.2408, NOV 24, 1975, P. 89.
EARNINGS, ECONOMICS, FINANCE, INCOME, LABOR FORCE, MANUFACTURING, PAYROLL, SALARY, TEXTILE INDUSTRY, WAGES
AFTER SLOWING IN JULY, PERSONAL INCOME SHOWED AN UPWARD TREND IN AUGUST WITH INDIVIDUAL EARNINGS RISING $732 MILLION OR 0.7%. LABOR-INTENSIVE INDUSTRIES PICKED UP WITH A NONAGRICULTURAL EMPLOYMENT ADVANCE OF 333,400, MOSTLY IN MANUFACTURING. MACHINERY AND TRANSPORTATION APPEAR TO BE RECOVERING, AND HARVEST PEAKS BOOSTED FOOD INDUSTRIES.
MGMT: BWE75K2499

4586 A STRONG PROTEST AGAINST FORCED RETIREMENT 1976
NATIONS BUSINESS, VOL.64, NO.7, JULY 1976, P. 14-15.
AGE BIAS, DISCRIMINATION, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, PRODUCTIVITY, RETIREMENT
FOUR OUT OF FIVE RESPONDENTS TO THE MANDATORY RETIREMENT QUESTION OPPOSED IT.
MGMT: NAB76G0014

4587 STRONG VOCATIONAL INTEREST BLANK BASIC INTEREST CLUSTERS AND OCCUPATIONAL SATISFACTION DEC 76
KUNCE, JOSEPH T.:AND OTHERS
JOURNAL OF VOCATIONAL BEHAVIOR:9:3:355-362
VOCATIONAL INTERESTS, JOB SATISFACTION, INTEREST TESTS, OCCUPATIONAL CHOICE, OCCUPATIONAL CLUSTERS, VOCATIONAL COUNSELING, TEST VALIDITY, CLUSTER ANALYSIS, RESEARCH PROJECTS, MALES, STRONG VOCATIONAL INTEREST BLANK, SVIB
A Q-FACTOR ANALYTIC TECHNIQUE APPLIED TO THE STRONG VOCATIONAL INTEREST BLANK (SVIB) BASIC INTEREST SCALES OF 156 MALES YIELDED THREE BIPOLAR FACTORS DESCRIBED AS CONCEPTUAL, INTERPERSONAL, AND VOLITIONAL. THE DEGREE OF FIT BETWEEN INTERESTS AND JOB CATEGORIZATION RELATED SIGNIFICANTLY TO RATINGS OF JOB SATISFACTION. (AUTHOR)
ERIC: EJ149952

4588 STRONG VOCATIONAL INTEREST BLANK PROFILES OF DISADVANTAGED WOMEN NOV 70
HARMON, LENORE W.
JOURNAL OF COUNSELING PSYCHOLOGY:17:6 PT1:519-521
CULTURALLY DISADVANTAGED, FEMALES, INDIVIDUAL CHARACTERISTICS, INTEREST TESTS,

(CONT.)
4588 OCCUPATIONAL CHOICE, VOCATIONAL COUNSELING
THE USE OF THE STRONG VOCATIONAL INTEREST BLANK WITH DISADVANTAGED WOMEN SHOWED THAT THE STRONG INTEREST BLANK CAN BE USEFUL IN RECOGNIZING INDIVIDUALITY IN DISADVANTAGED WOMEN AND IN HELPING THEM TO CHOOSE SATISFYING JOB TRAINING EXPERIENCES. (AUTHOR)
ERIC: EJ027906

4589 A STRUCTURAL ANALYSIS OF HOLLANDS PERSONALITY TYPES USING FACTOR AND CONFIGURAL ANALYSIS. MAY 71
EDWARDS, KEITH J.;WHITNEY, DOUGLAS R.
JOHNS HOPKINS UNIV., BALTIMORE, MD. CENTER FOR THE STUDY OF SOCIAL ORGANIZATION OF SCHOOLS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-2-7-061610-0207
NOTES: 25P.
FACTOR ANALYSIS, FACTOR STRUCTURE, FEMALES, MALES, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL TESTS, PERSONALITY ASSESSMENT, PERSONALITY TESTS, PERSONALITY THEORIES, TYPOLOGY, VOCATIONAL COUNSELING, CONFIGURAL ANALYSIS, SDS, SELF DIRECTED SEARCH
A SAMPLE OF 358 MEN AND 360 WOMEN TOOK THE SELF-DIRECTED SEARCH (SDS), A VOCATIONAL GUIDANCE TOOL DEVELOPED BY HOLLAND BASED ON HIS THEORY OF VOCATIONAL CHOICE. HOLLAND HAD FOUND THAT IN THE OCCUPATIONAL DOMAIN THE FACTOR LOADINGS ON THE REALISTIC, INVESTIGATIVE, ARTISTIC, SOCIAL, ENTERPRISING, AND CONVENTIONAL SCALES FIT A HEXAGONAL PARADIGM WHERE ADJACENT TYPES USUALLY HAD SIMILAR LOADINGS AND DISTANT TYPES USUALLY HAD DIVERGENT LOADINGS. DATA FROM THIS SAMPLE WAS SUBJECTED TO FACTOR AND CONFIGURAL ANALYSIS IN AN ATTEMPT TO VERIFY THE RELATIONSHIPS AMONG HOLLANDS PERSONALITY TYPES, TO CLARIFY THE CHARACTERISTICS OF EACH TYPE, AND TO EXTEND THE HEXAGONAL MODEL TO NEW DOMAINS OF ASSESSMENT. THE RESULTS OF THE ANALYSES OFFER STRONG EMPIRICAL SUPPORT FOR THE HEXAGONAL ARRANGEMENT OF THE PERSONALITY TYPES, AND ALSO SUPPORT THE ORGANIZATION OF THE SDS AND HOLLANDS OCCUPATIONAL CLASSIFICATION. (AUTHOR/DG)
ERIC: EJ051307

4590 STRUCTURAL CHANGE AND CHICANO EMPLOYMENT IN THE SOUTHWEST, 1950-1970 SOME PRELIMINARY OBSERVATIONS F 73
KANE, TIM D.
AZTLAN;4;2;383-98
COMPARATIVE ANALYSIS, ECONOMIC CHANGE, EMPLOYMENT OPPORTUNITIES, MEXICAN AMERICANS, ANGLO AMERICANS, EMPLOYMENT TRENDS, VOCATIONAL ADJUSTMENT, SOUTHWEST, CHICANOS
ERIC: EJ114691

4591 STRUCTURAL CHANGE AND THE DISADVANTAGED AN EMPIRICAL TEST OF CULTURE OF POVERTY/SITUATIONAL THEORIES OF HARD-CORE WORK BEHAVIOR F 77
DAVIDSON, LEONARD;KRACKHARDT, DAVID
HUMAN ORGANIZATION;36;3;304-9
BEHAVIOR PATTERNS, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, ADJUSTMENT (TO ENVIRONMENT), CHANGE STRATEGIES, VOCATIONAL RETRAINING, CULTURE OF POVERTY
UNLIKE MANY OTHER EMPLOYMENT PROGRAMS, TOPS OFFERED SUBSTANTIAL IMPROVEMENT OVER SECONDARY LABOR MARKET JOBS, AND CHANGED RADICALLY IN OPPORTUNITY STRUCTURE DURING THE COURSE OF ITS OPERATION. TRAINEE REACTIONS TO THE EXTREME CHANGES IN PROGRAM STRUCTURE INDICATED THAT THE BEHAVIORAL PATTERNS OF DISADVANTAGED MINORITY EMPLOYEES ARE CLOSELY TIED TO SITUATIONAL REALITIES. (NQ)
ERIC: EJ166520

4592 STRUCTURAL CHANGE AND THE DISADVANTAGED. AN EMPIRICAL TEST OF CULTURE OF POVERTY/SITUATIONAL THEORIES OF HARD-CORE WORK BEHAVIOR. 75
DAVIDSON, LEONARD;KRACKHARDT, DAVID
NOTES: 32P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN SOCIOLOGICAL ASSOCIATION (SAN FRANCISCO, CALIFORNIA, AUGUST 1975); OCCASIONAL LIGHT PRINT
CULTURAL FACTORS, ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, EDUCATIONAL ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, INDUSTRIAL EDUCATION, INNER CITY, INSTRUCTIONAL STAFF, LABELING (OF PERSONS), STAFF ROLE, TRAINEES, UNEMPLOYED, URBAN CULTURE, WORK ATTITUDES
THE PURPOSE OF THIS STUDY IS TO TEST THE CULTURE OF POVERTY EXPLANATION OF THE WORK BEHAVIOR OF THE HARD CORE UNEMPLOYED AGAINST SITUATIONAL EXPLANATIONS BY EXAMINING THE REACTIONS OF TRAINEES TO TWO NATURALLY OCCURRING STRUCTURAL CHANGES IN A MINORITY EMPLOYMENT PROGRAM. FIRSTLY, PROGRAM STRUCTURE IMPROVEMENTS OVER A FIVE-YEAR PERIOD WERE FOUND TO BE ASSOCIATED WITH RADICAL IMPROVEMENTS IN MALE TRAINEE PERFORMANCE; TRAINEE POPULATION CHARACTERISTICS DID NOT CHANGE DURING THE PERIOD. SECONDLY, DURING ONE YEAR OF PARTICIPANT OBSERVATION ANALYSIS, SYSTEMATIC CHANGES IN PLACEMENT OPPORTUNITY AND STAFF SUPPORTIVENESS WERE ALSO ASSOCIATED WITH SIGNIFICANT CHANGES IN TRAINEE BEHAVIOR. IT IS CONCLUDED THAT TRAINEE REACTIONS TO EXTREME CHANGES IN THE PROGRAM STRUCTURE WERE CLOSELY TIED TO SITUATIONAL REALITIES. THESE FINDINGS PROVIDE EVIDENCE THAT, IN REGARD TO THE WORLD OF WORK, THE IMPACT OF THE MINORITY INDIVIDUALS PERSONALITY HAS BEEN OVER STATED AND MISUNDERSTOOD IN THE CULTURE OF POVERTY LITERATURE. RATHER THAN VIEWING ATTITUDINAL AND MOTIVATIONAL STATES AS PERMANENT PARTS OF THE INDIVIDUALS PERSONALITY, THEIR ADAPTIVE NATURE SHOULD BE EMPHASIZED. IF THE MOTIVATIONAL PATTERNS OF EMPLOYEES ARE TO BE UNDERSTOOD, A CLOSER LOOK MUST BE TAKEN AT THE EMPLOYEES WORK ENVIRONMENT. BOTH THE SOCIAL AND TECHNO-ECONOMIC ENVIRONMENT HAD TO BE VIEWED AS WORTHWHILE OR THE TRAINEES IN THIS STUDY WOULD SIGNIFICANTLY LIMIT THEIR EFFORT. (AUTHOR/JM)
ERIC: ED120294

4593 STRUCTURAL UNEMPLOYMENT THEORY AND MEASUREMENT. 69
PENZ, G. PETER
DEPARTMENT OF MANPOWER AND IMMIGRATION, OTTAWA (ONTARIO). PROGRAM DEVELOPMENT SERVICE.
NOTES: 101P.
CONCEPTUAL SCHEMES, EMPLOYMENT LEVEL, LABOR ECONOMICS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MASTERS THESES, MATHEMATICAL MODELS, MEASUREMENT TECHNIQUES, PREDICTIVE MEASUREMENT, PREDICTOR VARIABLES, THEORIES, UNEMPLOYMENT, CANADA
THE PURPOSE OF THIS MONOGRAPH IS TO PRESENT A THEORETICAL FRAMEWORK USEFUL FOR MEASURING STRUCTURAL UNEMPLOYMENT. DEVELOPED ON THE BASIS OF A LITERATURE REVIEW, THIS FRAMEWORK WAS APPLIED TO CANADIAN DATA. THE APPROACH WHICH EXPLAINS STRUCTURAL UNEMPLOYMENT IN TERMS OF THE CAUSES OF LABOR DISPLACEMENT IS INADEQUATE BECAUSE IT IGNORES IMPEDIMENTS IN THE LABOR MARKET ADJUSTMENT PROCESS. THE STRUCTURAL MALADJUSTMENT APPROACH USED HERE TAKES THESE FORCES INTO ACCOUNT, ALTHOUGH ONLY THE SYMPTOMS OF STRUCTURAL MALADJUSTMENT ARE QUANTIFIABLE, NOT THE FORCES THEMSELVES. A MODEL WAS DEVELOPED THAT DETERMINES THE CYCLICAL RELATIONSHIP BETWEEN THE UNEMPLOYMENT AND VACANCY RATES AND ATTRIBUTES UNEXPLAINED FACTORS TO CHANGES IN THE LEVEL OF STRUCTURAL IMBALANCE. THE MODEL WAS INTENDED TO EMPLOY VARIABLES DIRECTLY RELATED TO THE LABOR MARKET, TO USE A THEORETICAL RATIONALE, AND TO COMPARE STRUCTURAL UNEMPLOYMENT UNDER VARIOUS DEMAND CONDITIONS. SEVERAL FORMS OF THE RELATIONSHIP BETWEEN THE UNEMPLOYMENT AND VACANCY RATES WERE EMPIRICALLY TESTED, USING DATA DERIVED FROM NATIONAL EMPLOYMENT SERVICE VACANCY DATA. RESULTS INDICATE THAT VARIABILITY IN UNEMPLOYMENT IS LARGELY CAUSED BY VARIABILITY IN AGGREGATE DEMAND, WITH AN UPWARD TREND IN THE STRUCTURAL UNEMPLOYMENT RATE FROM 3 PERCENT IN THE EARLY 1950S TO NEARLY 4 PERCENT IN THE 1960S. (AUTHOR/AG)
ERIC: ED073268

4594 STRUCTURAL-STEEL LAY-OUT MAN (ANY IND.) 809.381-030--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CONSTRUCTION (PROCESS), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, STEEL INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STRUCTURAL STEEL LAY OUT MAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED072047

4595 THE STRUCTURALIST APPROACH TO DEVELOPMENT POLICY 1975
CHENERY, H.B.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 310-316. BIBLIOG. 21
DEVELOPING COUNTRIES, ECONOMIC GROWTH, ECONOMICS, INFLATION, LABOR FORCE, POLICY, QUANTITATIVE METHODS
THE STRUCTURALIST METHODOLOGY OF DEVELOPMENT POLICY IS PRESENTED IN TERMS OF RIGIDITY, LAGS AND OTHER MECHANISMS. POLICY CONCLUSIONS COMPARED TO OTHER APPROACHES ARE INCLUDED WITH A FORMULATION FOR FUTURE RESEARCH.
MGMT: AER75E0310

4596 STRUCTURE, INCOME, AND RACE A STUDY IN INTERNAL LABOR MARKETS OCT 70
ALEXANDER, ARTHUR J.
RAND CORP., SANTA MONICA, CALIF.
CONTRACT NO. OEO-399-4944
NOTES: 39P
INCOME, DEMOGRAPHIC SURVEYS, LABOR RELATIONS, ECONOMIC SURVEYS, LABOR MARKET
THE STUDY TRACES SOME OF THE SOURCES OF INCOME DIFFERENCES THAT ARE RELATED TO WORK EXPERIENCE AND TO THE INDUSTRY IN WHICH THIS EXPERIENCE TAKES PLACE. THE ANALYSIS CONCENTRATES ON INTERNAL LABOR MARKETS--THE ALLOCATION AND MOVEMENT OF WORKERS WITHIN FIRMS AND INDUSTRIES. (OEO ABSTRACT)
NTIS: PB-201 156 NTIS PRICES PC$3.00 MF$0.95

4597 THE STRUGGLE FOR STATUS 1976
ALPERT, D.E.
MBA (MASTER IN BUSINESS ADMINISTRATION), VOL.10, NO.2, FEB 1976, P. 25-28.
AFFIRMATIVE ACTION, CAREER DEVELOPMENT, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB SECURITY, MANAGEMENT, MANAGEMENT FUNCTIONS, MANAGEMENT TRAINING, RECRUITMENT, SALARY, WOMEN IN BUSINESS
WOMEN ARE GRADUALLY OVERCOMING THE DIFFICULTIES IN GETTING MANAGERIAL JOBS BUT THERE ARE STILL MANY ATTITUDES WHICH HINDER THEM. THE MOTHER-WIFE-LOVER AURA, THE FEMALE IN

(CONT.)
4597 AUTHORITY OVER MEN, POSE PROBLEMS AND SUCCESS ONLY COMES AFTER A LONG ADJUSTMENT PERIOD.
MGMT: MBA7680025

4598 STUDENT CHOICE A THEORETICAL ANALYSIS OF HIGHER EDUCATION WITH SOME EMPIRICAL EVIDENCE CONSIDERED. 8 MAR 71
STAAF, ROBERT J.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 309P.
ACADEMIC APTITUDE, COLLEGE MAJORS, COLLEGE STUDENTS, CURRICULUM PLANNING, HIGHER EDUCATION, STUDENT CHARACTERISTICS, STUDENT INTERESTS
THIS DISSERTATION CONSTRUCTS AN AXIOMATIC CHOICE MODEL BASED ON ECONOMIC THEORY TO DESCRIBE COLLEGE STUDENT CURRICULUM CHOICE. IN THIS MODEL, THE STUDENT DECIDES AMONG ALTERNATIVE COURSES ACCORDING TO 7 AXIOMS. THE LIMITED STUDENT SOVEREIGNTY MODEL EXAMINES CHOICE IN THE ABSENCE OF SUCH INSTITUTIONAL CONSTRAINTS ON STUDENTS AS GRADES AND COURSE REQUIREMENTS, BUT IN TERMS OF CONSTRAINTS INTERNAL TO THE STUDENT AS RELATIVE APTITUDES, TIME AND INCOME. THE CHOICE MODEL IS THEN CONSIDERED WITH INSTITUTIONAL RESTRAINTS PRESENT AND IS MEASURED AGAINST SOME EMPIRICAL EVIDENCE. TEST DATA ON A GROUP OF SENIOR STUDENTS AT THE UNIVERSITY OF DELAWARE IN 1970 CONFIRMED THE HYPOTHESIS THAT INSTITUTIONAL CONSTRAINTS REINFORCED THE CURRICULAR CHOICES STUDENTS MADE BASED ON THEIR RELATIVE APTITUDES. (AUTHOR)
ERIC: ED074973 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-199 842; HC-$6.00; MF-$0.95)

4599 STUDENT HEALTH OPPORTUNITIES PROGRAM A SUMMER YOUTH EMPLOYMENT PROGRAM. FINAL REPORT. FEB 69
HOSPITAL RESEARCH AND EDUCATIONAL TRUST OF NEW JERSEY, PRINCETON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 103P.
CAREER OPPORTUNITIES, DISADVANTAGED YOUTH, EMPLOYMENT OPPORTUNITIES, HEALTH SERVICES, HOSPITALS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, STUDENT DEVELOPMENT, SUMMER PROGRAMS, VOCATIONAL DEVELOPMENT, YOUTH EMPLOYMENT
A SUMMER YOUTH EMPLOYMENT PROGRAM WAS DESIGNED TO PROVIDE 70 DISADVANTAGED HIGH SCHOOL STUDENTS WITH OPPORTUNITIES FOR SELF-DEVELOPMENT BY EXPOSING THEM TO A VARIETY OF HOSPITAL-BASED HEALTH CAREERS DURING THE SUMMER VACATION PERIOD AND TO STIMULATE INTEREST IN EMPLOYMENT IN HEALTH SERVICES TO HELP MEET THE NEED FOR QUALIFIED PERSONNEL IN THIS FIELD. INCLUDED IN THE REPORT IS A HISTORY OF THE PROJECT, SECTIONS ON SELECTION OF HOSPITALS AND STUDENTS, PROGRAM COMPONENTS, RESULTS, AND RECOMMENDATIONS. A MODEL APPLICATION FORM FOR STUDENTS, REPORTS OF ORIENTATION MEETINGS FOR HOSPITAL ADMINISTRATORS AND STUDENTS, STUDENT QUESTIONNAIRE, HOSPITAL EVALUATIONS, AND SUGGESTED EVALUATION GUIDELINES ARE APPENDED. (AUTHOR)
ERIC: ED056213 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 199 112, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

4600 STUDENTS AND SUMMER JOBS JAN 71
PERRELLA, VERA C.
MONTHLY LABOR REVIEW:94:1:55-61
EMPLOYMENT STATISTICS, SEASONAL EMPLOYMENT, STUDENTS, UNEMPLOYMENT, YOUTH EMPLOYMENT, LABOR FORCE PARTICIPATION
SHOWS THAT NEARLY 8 OUT OF 10 STUDENTS ARE IN THE LABOR FORCE DURING THE SUMMER. (EDITOR)
ERIC: EJ044093

4601 STUDENTS SEEKING GOOD WORK MAR 73
KLINGELHOFER, E. L.
VOCATIONAL GUIDANCE QUARTERLY:21:3:174-180
ATTITUDES, JOB APPLICANTS, JOB SATISFACTION, OCCUPATIONAL GUIDANCE, VOCATIONAL COUNSELING, VOCATIONAL INTERESTS, WORK ATTITUDES, YOUNG ADULTS
THE NATURE OF GOOD WORK AS IT IS DEFINED BY DISAFFECTED YOUTH, CONDITIONS AND CONCERNS PROMPTING MANY STUDENTS TO SEARCH FOR IT, AND SOME OF THE CHARACTERISTICS OF THE SEEKERS ARE TALKED ABOUT IN THIS ARTICLE. (AUTHOR)
ERIC: EJ074047

4602 STUDENTS, GRADUATES AND DROPOUTS IN THE LABOR MARKET, OCTOBER 1974. SPECIAL LABOR FORCE REPORT. AUG 75
YOUNG, ANNE MCDOUGALL
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. DIV. OF LABOR FORCE STUDIES.
MONTHLY LABOR REVIEW:V98 N8 P33-6 AUG 75
NOTES: 28P.
COLLEGE FRESHMEN, COLLEGE GRADUATES, COLLEGE STUDENTS, DEMOGRAPHY, DROPOUTS, HIGH SCHOOL GRADUATES, LABOR FORCE, MANPOWER UTILIZATION, NEGRO STUDENTS, PART TIME STUDENTS, STUDENT CHARACTERISTICS, STUDENT EMPLOYMENT, TABLES (DATA), UNEMPLOYMENT
UNEMPLOYMENT INCREASED SUBSTANTIALLY AMONG ALL YOUTH IN THE LABOR FORCE EXCEPT COLLEGE GRADUATES IN THE YEAR ENDING IN OCTOBER, 1974. DATA WERE COLLECTED AS PART OF THE CURRENT POPULATION SURVEY AND RELATE TO PERSONS 16 TO 24 YEARS OF AGE IN THE CIVILIAN NONINSTITUTIONAL POPULATION. ESTIMATES ON THE NUMBER OF GRADUATES ARE BASED ON A SAMPLE, AND TWO TABLES ARE INCLUDED IN THE DISCUSSION. HIGH SCHOOL DROPOUTS WERE THE MOST SEVERELY AFFECTED BY INCREASED JOB MARKET COMPETITION, WITH THEIR UNEMPLOYMENT RATE RISING OVER FOUR PERCENTAGE POINTS. NEGRO HIGH SCHOOL GRADUATE AND DROPOUT UNEMPLOYMENT

(CONT.)

4602 RATES WERE TWICE THAT OF WHITES. CHANGES IN THE COLLEGE STUDENT BODY REFLECTED A HIGHER PERCENTAGE OF 20 TO 24 YEAR OLD PART TIME STUDENTS WHO WERE COMBINING WORK AND SCHOOL, WITH AN INCREASED ENROLLMENT AMONG WOMEN. COLLEGE FRESHMAN AND COLLEGE GRADUATE UNEMPLOYMENT RATES REMAINED APPROXIMATELY THE SAME AS IN THE PREVIOUS YEAR. APPENDED MATERIAL TAKES UP THE BULK OF THE DOCUMENT AND PRESENTS DEFINITIONS AND EXPLANATIONS OF THE BASIC LABOR FORCE CONCEPTS, SAMPLE DESIGN, ESTIMATING METHODS AND DATA RELIABILITY OF THE SURVEY, AND 17 SUPPLEMENTARY TABLES. (LH)
ERIC: ED117516

4603 STUDENTS, GRADUATES, AND DROPOUTS IN THE LABOR MARKET, OCTOBER 1974   AUG 75
YOUNG, ANNE MCDOUGALL
MONTHLY LABOR REVIEW;98:8:33-6
UNEMPLOYMENT, HIGH SCHOOL GRADUATES, DROPOUTS, STUDENT EMPLOYMENT, EMPLOYMENT STATISTICS, LABOR FORCE, EMPLOYMENT, OCCUPATIONAL INFORMATION, TABLES (DATA)
ERIC: EJ120564

4604 STUDENTS, GRADUATES, AND DROPOUTS IN THE LABOR MARKET, OCTOBER 1975. SPECIAL LABOR FORCE REPORT 199.   76
YOUNG, ANNE MCD.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
MONTHLY LABOR REVIEW;P37-41, JUN 76
NOTES: 33P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORIGINAL DOCUMENT
BLACK EMPLOYMENT, CENSUS FIGURES, DROPOUTS, EDUCATION, EMPLOYMENT PATTERNS, GOVERNMENT PUBLICATIONS, HIGH SCHOOL GRADUATES, STATISTICAL DATA, STUDENT EMPLOYMENT, YOUTH, YOUTH EMPLOYMENT
THIS REPORT BY THE U.S. DEPARTMENT OF LABOR, BUREAU OF STATISTICS COVERS YOUTH EMPLOYMENT AND EDUCATION, AND THEIR INTERWOVEN CAUSES AND RESULTS. NUMEROUS STATISTICAL CHARTS AND EXPLANATORY NOTES ARE INCLUDED. FACTORS, SUCH AS AGE, RACE, SEX AND STATUS, ARE ANALYZED. (MML)
ERIC: ED137662   BUREAU OF LABOR STATISTICS OR ANY OF ITS REGIONAL OFFICES

4605 STUDIES IN INCOME DISTRIBUTION. ESTIMATION OF SOCIAL SECURITY TAXES ON THE MARCH CURRENT POPULATION SURVEY. NO. 4.   MAR 76
BRIDGES, BENJAMIN, JR.;JOHNSTON, MARY P.
SOCIAL SECURITY ADMINISTRATION (DHEW), WASHINGTON, D.C. OFFICE OF RESEARCH AND STATISTICS.
NOTES: 131P.; FOR RELATED DOCUMENTS SEE CE 011 357 AND CE 011 360-361 ; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF THE ORIGINAL DOCUMENT
DEMOGRAPHY, EMPLOYEES, EMPLOYMENT PROGRAMS, FRINGE BENEFITS, INCOME, MILITARY PERSONNEL, PREDICTIVE MEASUREMENT, RAIL TRANSPORTATION, RESEARCH METHODOLOGY, RETIREMENT, SALARIES, TABLES (DATA), TAX ALLOCATION, TAXES, WAGES, CIVILIANS, CURRENT POPULATION SURVEY, PAYROLL TAX ALGORITHM, SOCIAL SECURITY, UNITED STATES
THE IMPACT OF THE TAX-TRANSFER SYSTEM ON THE DISTRIBUTION OF INCOME AMONG ECONOMIC UNITS IS THE SUBJECT OF A NUMBER OF STUDIES BY THE OFFICE OF RESEARCH AND STATISTICS OF THE SOCIAL SECURITY ADMINISTRATION. ONE OF THE MOST IMPORTANT DATA SOURCES FOR THE WORK IS THE CENSUS BUREAUS MARCH CURRENT POPULATION SURVEY (CPS). TO CONDUCT SUCH STUDIES, THE OFFICE OF RESEARCH AND STATISTICS HAS DEVELOPED A METHOD OF ESTIMATING SOCIAL SECURITY TAX LIABILITY FOR EACH PERSON IN THE MARCH CPS SAMPLE. THIS PAPER PRESENTS A DETAILED DESCRIPTION AND EVALUATION OF THE METHOD DEVELOPED, CALLED THE PAYROLL TAX ALGORITHM OR PTA. FOR EVALUATION PURPOSES PTA RESULTS BASED ON THE MARCH 1372 CPS ARE COMPARED WITH AGENCY PROGRAM DATA. PTA ESTIMATES OF TAXES OR CONTRIBUTIONS FOR THE OTHER MAJOR NATIONALLY UNIFORM SOCIAL INSURANCE PROGRAMS ARE ALSO PRESENTED. (AUTHOR)
ERIC: ED140057

4606 STUDIES IN PUBLIC WELFARE. PAPER NUMBER 13. HOW INCOME SUPPLEMENTS CAN AFFECT WORK BEHAVIOR.   13 FEB 74
GARFINKEL, IRWIN;AND OTHERS
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 107P.
ECONOMIC RESEARCH, EMPLOYMENT, EMPLOYMENT LEVEL, EXPERIMENTAL PROGRAMS, FAMILY INCOME, FEDERAL AID, FEDERAL PROGRAMS, FINANCIAL NEEDS, FINANCIAL SUPPORT, LABOR FORCE, POLICY FORMATION, PUBLIC POLICY, WELFARE, WORKING HOURS, WORKING WOMEN
TO WHAT EXTENT, IF ANY, WILL WORKERS IN FAMILIES RECEIVING GOVERNMENT CASH BENEFITS REDUCE THEIR HOURS OF WORK THE PAPERS BY IRWIN GARFINKEL AND BY GLEN CAIN AND HAROLD WATTS REVIEW LARGE NUMBERS OF STUDIES ON THIS QUESTION. THESE AUTHORS CAUTION US AGAINST HAVING GREAT CONFIDENCE IN THE DETAILED ESTIMATES OF HOW WORKERS WILL RESPOND BECAUSE LIMITATIONS EXIST IN ALL THE STUDIES. ON THE OTHER HAND, THE REVIEWS DO GIVE RELIABLE GUIDANCE ABOUT THE DIRECTION AND ORDER OF MAGNITUDE OF LIKELY EFFECTS. ACCORDING TO MOST OF THE STUDIES, ONE WOULD EXPECT PRIME AGE MARRIED MEN NOT TO ALTER SIGNIFICANTLY THEIR PATTERN OF WORK IN RESPONSE TO THE AVAILABILITY OF AN EXPANDED INCOME SUPPLEMENT PROGRAM. THERE IS ALSO GENERAL AGREEMENT THAT INCREASING INCOME GUARANTEES OR BENEFIT-LOSS RATES WOULD CAUSE A MODERATE REDUCTION IN HOURS OF WORK (IN MARKET JOBS, NOT NECESSARILY IN THE HOME) AMONG MARRIED WOMEN, FEMALE FAMILY HEADS, AND OLDER MEN. IN HIS PAPER, SAMUEL REA, JR. COMPARES MORE THAN 20 NEGATIVE INCOME TAX, WAGE SUBSIDY, AND EARNINGS SUBSIDY PROPOSALS. REA USES ONE SET OF ESTIMATED RELATIONSHIPS THAT SPECIFY HOW A BENEFICIARYS HOURS OF WORK DEPEND ON HIS WAGE RATE, UNEARNED INCOME (PENSIONS, RENTS, DIVIDENDS), AND THOSE FEATURE OF INCOME MAINTENANCE PROGRAMS THAT INFLUENCE HIS NET WAGE RATE AND UNEARNED INCOME. GIVEN PREDICTIONS OF WORKER RESPONSE AND DATA REPRESENTATIVE

(CONT.)

4606 OF THE NATIONAL POPULATION IN 1966. REA IS ABLE TO EXAMINE HOW SPECIFIC PROGRAM CHANGES AFFECT BUDGET COSTS, HOURS OF WORK, AND THE SHARE OF BENEFITS GOING TO THE LOWEST INCOME GROUPS. (AUTHOR/JM)
ERIC: ED090345 SUPERINTENDENT OF DOCUMENT, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.35)

4607 A STUDY -- THOSE NOT WORKING IN A TIGHT LABOR MARKET, MILWAUKEE, WISCONSIN. JAN 67
BAUMHEIER, EDWARD C. ;AND OTHERS
NOTES: 150P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, INDIVIDUAL CHARACTERISTICS, INDIVIDUAL NEEDS, JOB APPLICANTS, LABOR FORCE NONPARTICIPANTS, MANPOWER DEVELOPMENT, SOCIAL SERVICES, SOCIOECONOMIC STATUS, SURVEYS, UNEMPLOYED, WELFARE PROBLEMS, WELFARE RECIPIENTS, MILWAUKEE, WISCONSIN
THE PURPOSE OF THE STUDY WAS TO (1) IDENTIFY THE POPULATION PRESUMABLY EMPLOYABLE, UNEMPLOYED ADULTS, AGED 16 TO 72 IN A TIGHT LABOR MARKET AREA, (2) ASCERTAIN THEIR CHARACTERISTICS, (3) ASSESS EMPLOYMENT BARRIERS, NEEDS AND POTENTIAL, AND (4) DETERMINE SERVICES AND ACTION PROGRAMS NECESSARY TO MAKE THEM EMPLOYABLE. BETWEEN JULY AND OCTOBER 1965 A SAMPLE OF 1,479 PERSONS IDENTIFIED FROM EMPLOYMENT SERVICE FILES, WELFARE DEPARTMENT FILES, SUBSTANDARD HOUSING AREAS, AND CASUAL SETTINGS SUCH AS BARS AND POOLROOMS WAS INTERVIEWED. WHILE 22 PERCENT WERE ACTIVELY SEEKING WORK, MOST WERE NOT. ROUGHLY ONE-QUARTER OF THOSE INTERVIEWED CONSTITUTED A GROUP WHO WERE VOLUNTARILY IDLE AND COULD HAVE FOUND WORK HAD THEY BEEN SUFFICIENTLY MOTIVATED TO DO SO. THE SECOND GROUP OF ONE-QUARTER INCLUDED MANY OLDER LONG-TERM UNEMPLOYED FOR WHOM SPECIAL REMEDIAL AND REHABILITATIVE PROGRAMS WOULD BE REQUIRED TO MAKE EMPLOYABLE. OF THIS GROUP, MANY WERE UNSKILLED, INEXPERIENCED, ALIENATED, DEPENDENT, AND ENGAGED IN ILLICIT ACTIVITIES. THE OTHER 50 PERCENT OF THE SAMPLE HELD THE MOST PROMISE FOR EMPLOYABILITY IF SPECIAL PROGRAMS WERE MADE AVAILABLE TO THEM. THIS GROUP INCLUDED YOUNGER AND PRIME WORKING AGE PERSONS WHO LACKED MOTIVATION, TRAINING, EXPERIENCE, SKILLS, CONFIDENCE, OR CHILD-CARE FACILITIES. IT WAS RECOMMENDED THAT NEW STRATEGIES INCLUDE (1) ESTABLISHING PROGRAMS BOTH GEOGRAPHICALLY AND PSYCHOLOGICALLY ACCESSIBLE, (2) PROVIDING TRAINING, JOB-FINDING INSTRUCTION, ENTRY ARRANGEMENTS, AND FOLLOWUP MEASURES USING HIGHLY INDIVIDUALIZED METHODS IN A LINKED-SERVICE PLAN, AND (3) DEVELOPING A STRONG AND LOCALLY RESPONSIBLE MANPOWER POLICY GROUP. (ET)
AIM/ARM: VT004081

4608 A STUDY AND APPRAISAL OF MANPOWER PROGRAMS AS RELATED TO A POLICY OF FULL EMPLOYMENT IN FRANCE, GREAT BRITAIN, THE NETHERLANDS, AND SWEDEN.
GREEN, ALFRED L.
BUREAU OF EMPLOYMENT SECURITY (DOL), WASHINGTON, D.C.
NOTES: 122P.
MANPOWER DEVELOPMENT, FOREIGN COUNTRIES, PROGRAM EVALUATION, ADULT VOCATIONAL EDUCATION, VOCATIONAL COUNSELING, JOB PLACEMENT, ECONOMIC PROGRESS, LABOR MARKET, GEOGRAPHIC LOCATION, OCCUPATIONAL MOBILITY, FRANCE, GREAT BRITAIN, THE NETHERLANDS, SWEDEN
BASED ON A PROSPECTUS PREPARED WITH THE ASSISTANCE OF UNITED STATES LABOR EXPERTS, SEVEN STATE ADMINISTRATORS OF EMPLOYMENT SECURITY VISITED FOUR EUROPEAN COUNTRIES, FRANCE, GREAT BRITAIN, SWEDEN, AND THE NETHERLANDS TO OBSERVE, STUDY, AND REPORT ON EUROPEAN EXPERIENCE IN IMPLEMENTING NATIONAL POLICIES OF FULL EMPLOYMENT. IN THE COUNTRIES VISITED, THE EMPLOYMENT SERVICES APPEAR TO BE THE CORNERSTONE OF AN ACTIVE LABOR MARKET, EMBRACING SUCH MEASURES AS ACCURATE LABOR MARKET INFORMATION, VOCATIONAL GUIDANCE AND COUNSELING, VOCATIONAL TRAINING AND RETRAINING OF ADULTS (OCCUPATIONAL MOBILITY), GEOGRAPHIC MOBILITY OF LABOR AND INDUSTRY, TAX AND INVESTMENT, INCENTIVES TO INDUSTRY FOR EXPANSION AND MOBILITY, AND INCENTIVES TO WORKERS FOR ACHIEVEMENT OF OCCUPATIONAL AND GEOGRAPHIC MOBILITY. OBSERVATIONS, INCLUDING RECOMMENDATIONS FOR ADAPTING THESE MEASURES TO THE UNITED STATES, ARE GIVEN IN THE AREAS OF PLACEMENT AND GUIDANCE, FUNCTIONS OF EUROPEAN EMPLOYMENT SERVICES, ECONOMIC GROWTH, CREATING AN ACTIVE LABOR MARKET, ADULT VOCATIONAL TRAINING AND RE-TRAINING, AND INDUSTRIAL MOBILITY. (DM)
AIM/ARM: VT006124

4609 STUDY GUIDE FOR SELF EVALUATION OF ADULT SCHOOLS: AN EVALUATION GUIDE FOR THE STUDY OF ADULT SCHOOLS PREPARED BY A COMMITTEE FROM THE LOS ANGELES CITY AND COUNTY ADULT ADMINISTRATORS ASSOCIATIONS. REVISED EDITION. 62
LOS ANGELES CITY COUNTY ADULT ADMINISTRATORS ASSOCIATION, CALIF.
NOTES: 66P.
ACCREDITATION (INSTITUTIONS), ADULT EDUCATION PROGRAMS, ADULT STUDENTS, COCURRICULAR ACTIVITIES, CURRICULUM DEVELOPMENT, EVALUATION CRITERIA, INSTRUCTIONAL MATERIALS, INSTRUCTIONAL STAFF, PHYSICAL FACILITIES, PROGRAM CONTENT, PROGRAM EVALUATION, SCHOOL ADMINISTRATION, SCHOOL COMMUNITY RELATIONSHIP, SELF EVALUATION, STUDENT PERSONNEL SERVICES, STUDY GUIDES
A COMMITTEE OF ADULT ADMINISTRATORS PREPARED, FIELD TESTED, AND REVISED THIS STUDY GUIDE TO AID SCHOOL STAFFS IN VOLUNTARY APPRAISAL AND VISITING COMMITTEES IN THEIR EVALUATION OF ADULT SCHOOL PROGRAMS. THE EVALUATION PHASES ARE--(1) THE ADULT SCHOOL ADMINISTRATOR AND STAFF MEMBERS CONFER CONCERNING THE PURPOSES OF EVALUATION, (2) STAFF COMMITTEES ARE ESTABLISHED AND A WORKING SCHEDULE DEVELOPED INCLUDING DEADLINES FOR PRELIMINARY DRAFTS OF EACH CHAPTER, (3) THE VISITING COMMITTEE STUDIES MATERIALS, HOLDS PRELIMINARY MEETINGS, AND (4) CONFERS AS A GROUP DURING AND FOLLOWING ITS VISIT TO THE SCHOOL. SECTIONS OF THE GUIDE ARE--GENERAL DATA (ON THE SCHOOL, STUDENTS, COMMUNITY, AND UNIQUE FACTORS OF THE PROGRAM), SCHOOL AND COMMUNITY, PROGRAM OF STUDIES, CURRICULUM DEVELOPMENT ADMINISTRATION, INSTRUCTIONAL MATERIALS, STUDENT PERSONNEL SERVICES, STUDENT

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4609 ACTIVITIES, INSTRUCTIONAL STAFF, SUPPORTING STAFF, AND THE SCHOOL PLANT. FOR EACH SECTION OUTLINES FOR EVALUATION PURPOSES AND ADMINISTRATIVE PROCEDURES, SPECIFIC AREAS TO BE APPRAISED, AND PLANS FOR THE FUTURE ARE GIVEN. APPENDIXES ARE A LIST OF COMMITTEE MEMBERS, AND FINANCIAL DATA FORMS. (AJ)
ERIC: ED022092 CALIFORNIA ASSOCIATION OF ADULT EDUCATION ADMINISTRATORS, 275 NORTH 24TH ST., SAN JOSE, CALIF. 95127.

4610 A STUDY IN CHILD CARE (CASE STUDY FROM VOLUME II-A): MORE THAN JUST BABY-SITTING. DAY CARE PROGRAMS REPRINT SERIES. NOV 70
RUOPP, RICHARD R.;OFARRELL, BRIGID
NATIONAL CENTER FOR EDUCATIONAL COMMUNICATION (DHEW/OE), WASHINGTON, D.C.: OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 57P.
CHILD DEVELOPMENT, DAY CARE PROGRAMS, DAY CARE SERVICES, EMOTIONAL DEVELOPMENT, FEES, HANDICAPPED CHILDREN, LANGUAGE DEVELOPMENT, LOW INCOME GROUPS, ORGANIZATION, PROGRAM DESCRIPTIONS, SOCIAL DEVELOPMENT, SPEECH THERAPY, VOLUNTEERS, WORKING WOMEN, CASPER DAY CARE CENTER, SESAME STREET
THE CASPER DAY CARE CENTER IN CASPER, WYOMING, CONSISTS OF TWO DAY CARE CENTERS, LOCATED IN CHURCHES, SERVES 91 CHILDREN INCLUDING PHYSICALLY OR MENTALLY HANDICAPPED CHILDREN (TODDLERS AND SCHOOL AGE) OF WORKING MOTHERS IN LOW-INCOME FAMILIES. THE PROGRAM IS DESIGNED TO FACILITATE THE ASSOCIATION OF HANDICAPPED CHILDREN WITH NORMAL CHILDREN (ONE DISTURBED CHILD/FIVE NORMAL CHILDREN). THE PROFESSIONAL STAFF IS HEAVILY DEPENDENT ON 26 VOLUNTEERS. ACTIVITIES ARE GENERALLY THE SAME FOR ALL CHILDREN EXCEPT FOR SPEECH THERAPY AND SPECIAL ATTENTION AT MEALTIME. THE PROGRAM INTEGRATES EDUCATIONAL AND SOCIAL-EMOTIONAL DEVELOPMENT, LANGUAGE DEVELOPMENT, SESAME STREET VIEWING, SENSORIMOTOR AND PERCEPTUAL DEVELOPMENT, MATH AND READING TUTORING FOR SCHOOL AGE CHILDREN. NUTRITION AND HEALTH PROGRAMS AND SOCIAL SERVICES ARE PROVIDED. FUNDING HAS DEVELOPED INTO A MAJOR PROBLEM AND THE CENTER IS DEPENDENT ON DONATED LABOR, FACILITIES AND SERVICES. PARENT INVOLVEMENT IS MINIMAL. INFORMATION IS PROVIDED ON CENTER ORGANIZATION, RESOURCE USES, ADMISSION POLICIES, MENUS AND PROGRAM PURPOSE. (AJ)
ERIC: ED051905

4611 A STUDY IN CHILD CARE (CASE STUDY FROM VOLUME II-B) IM A NEW WOMAN NOW. DAY CARE PROGRAMS REPRINT SERIES. NOV 70
WILLIS, ERLINE
NATIONAL CENTER FOR EDUCATIONAL COMMUNICATION (DHEW/OE), WASHINGTON, D.C.: OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 74P.
CAREER OPPORTUNITIES, COUNSELING PROGRAMS, DAY CARE PROGRAMS, DAY CARE SERVICES, HOME PROGRAMS, JOB PLACEMENT, LOW INCOME GROUPS, MOTHERS, ORGANIZATION, PROGRAM DESCRIPTIONS, SELF CONCEPT, UNEMPLOYED, WORKING WOMEN, FAMILY DAY CARE CAREER PROGRAM, PROJECT HEAD START
THE FAMILY DAY CARE CAREER PROGRAM PLAN OF NEW YORK CITY PROVIDES DAY CARE FOR APPROXIMATELY 3500 CHILDREN OF PUBLIC ASSISTANCE OR LOW INCOME CAREER MOTHERS (WORKING, IN SCHOOL, OR IN TRAINING) IN THE HOMES OF TEACHER MOTHERS (DAY CARE MOTHERS). THE DAY CARE HOMES ARE ADMINISTERED BY 21 SUB-CENTERS, WHICH PROVIDE SUPPORT FOR TEACHER MOTHERS THROUGH HOME VISITS BY EDUCATIONAL AIDES AND DAY CARE AIDES. TWO CAREER DEVELOPMENT PATHS ARE AVAILABLE TO WOMEN IN THE PROGRAM INTERNAL (TEACHER MOTHERS MAY MOVE UPWARD TO OTHER STAFF POSITIONS) AND OUTSIDE THE SYSTEM (CAREER MOTHERS ARE GIVEN COUNSELING AND HELPED TO RECEIVE TRAINING AND JOB PLACEMENT). THE SYSTEM PROVIDES A MEANS FOR TEACHER MOTHERS TO EARN NEEDED MONEY AT HOME AND TO INCREASE THEIR FEELINGS OF SELF-WORTH. WITH GOOD DAY CARE FOR THEIR CHILDREN AVAILABLE FREE OF CHARGE, CAREER MOTHERS ARE ABLE TO IMPROVE THEIR LIVES THROUGH EMPLOYMENT OR TRAINING. INFORMATION ON THE PROGRAMS HISTORY, ORGANIZATION, STAFF, POLICYMAKING, AND USE OF RESOURCES IS INCLUDED. AN APPENDIX CONTAINS ILLUSTRATIVE MATERIALS. (NH)
ERIC: ED051997

4612 A STUDY OF ACCELERATED ON-THE-JOB TRAINING PROGRAM FOR THE FIRST YEAR OF ON-THE-JOB TRAINING FOR THE PRECISION MACHINIST APPRENTICE. NOV 73
HORDMAN, WILLIAM E.;AND OTHERS
NATIONAL TOOL, DIE AND PRECISION MACHINING ASSOCIATION, OXON HILL, MD. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 71P.
APPRENTICESHIPS, INDUSTRIAL TRAINING, JOB ANALYSIS, MACHINISTS, ON THE JOB TRAINING, PROGRAMED INSTRUCTION, PROGRAM EVALUATION, TABLES (DATA), TIME FACTORS (LEARNING), TRAINING TECHNIQUES
THE PROBLEM OF TIME-SHORTENING THE FIRST YEAR OF THE APPRENTICESHIP TRAINING PROGRAM NOW ON-GOING IN THE TOOL, DIE AND PRECISION MACHINING INDUSTRY IS ADDRESSED. A RESEARCH STUDY WAS CARRIED OUT COMPARING APPRENTICES IN ON-GOING PROGRAMS WITH APPRENTICES IN A NEWLY DESIGNED PROGRAMED COURSE OF INSTRUCTION. THE RESULTS, WHICH ARE DISCUSSED IN DETAIL, INDICATED THAT 1) THE LEARNING TIME NECESSARY TO ACQUIRE AND DEMONSTRATE COMPETENCY AND CAPABILITY REQUIREMENTS FOR SELECTED TASKS PER MACHINE IS SHORTER THAN THAT RECOMMENCED BY PRESENT NATIONAL TOOL, DIE AND PRECISION MACHINING ASSOCIATION/BUREAU OF APPRENTICESHIP AND TRAINING (NTDPMA/BAT) STANDARDS AND, 2) TOTAL MACHINE-TIME ALLOCATIONS AS NOW SPECIFIED ARE NOT TRUE INDICATORS OF LEARNING TIME. THE RESULTS SHOW THAT THE ASSUMPTION THAT MEETING NTDPMA/BAT RECOMMENDED TIME-MACHINE STANDARDS CAN BE REGARDED AS EQUIVALENT TO SATISFACTORY COMPLETION OF FIRST YEAR APPRENTICESHIP REQUIREMENTS CANNOT BE SUBSTANTIATED. APPENDIXES INCLUDE SEVERAL RELEVANT

(CONT.)
4612 FORMS, RESEARCH DATA, AND A 25-ITEM BIBLIOGRAPHY. (AUTHOR/DS)
ERIC: ED086901

4613 A STUDY OF BLACK COLLEGES TO DETERMINE THEIR CAPABILITY TO DEAL WITH THE PROBLEMS OF UNEMPLOYMENT, UNDEREMPLOYMENT AND JOB TRAINING. FINAL REPORT. 29 JUN 73
B AND C ASSOCIATES, INC., HIGH POINT, N.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 30P.
BUSINESS, HIGHER EDUCATION, INDUSTRY, JOB TRAINING, MINORITY ROLE, NEGRO COLLEGES, UNDEREMPLOYED, UNEMPLOYMENT
THIS STUDY ANALYZES THE CAPABILITIES OF A SELECTED SAMPLE OF BLACK COLLEGES TO DEAL WITH THE PROBLEMS OF UNEMPLOYMENT, UNDEREMPLOYMENT, AND JOB TRAINING. IT FURTHER ANALYZES THE EXISTING AND POTENTIAL LEVELS OF INTERRELATIONS BETWEEN MINORITY COLLEGES, BUSINESS, AND INDUSTRY. (NTIS)
ERIC: ED084990 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. (PB-22 814/6, HC-$3.75, MF-$1.45)

4614 A STUDY OF BLACK MALE PROFESSIONALS IN INDUSTRY. MAR 73
FREEMAN, EVELYN S.;FIELDS, CHARLES L.
RECRUITING MANAGEMENT CONSULTANTS, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 320P.
ATTITUDES, COLLEGE GRADUATES, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), HIGHER EDUCATION, MANPOWER UTILIZATION, NEGRO ATTITUDES, NEGROES, PROFESSIONAL PERSONNEL, RECRUITMENT, SURVEYS
THIS STUDY IS A FIRST ATTEMPT TO INVESTIGATE WHAT HAPPENS TO THE BLACK MALE COLLEGE GRADUATE AFTER HE ENTERS THE WHITE BUSINESS FIRM. DATA WERE OBTAINED BY INTERVIEW IN 1971 FROM 500 BLACK MEN EMPLOYED IN PRIVATE INDUSTRY IN PROFESSIONAL AND MANAGERIAL JOBS IN THE 10 CITIES HAVING THE LARGEST NUMBERS OF BLACKS IN THE LABOR FORCE (EXCLUDING WASHINGTON, D.C. AND NEWARK), USING A STRATIFIED RANDOM SAMPLE DESIGN. THE MEN WERE ASKED ABOUT THEIR PROGRESS IN THE FIRM, THEIR PERCEPTIONS OF THEIR PROGRESS COMPARED WITH WHITE COWORKERS OF SIMILAR BACKGROUND AND ABILITY, THEIR OPINIONS OF COMPANY POLICIES AND PROGRAMS FOR EQUAL EMPLOYMENT OPPORTUNITY, AND THEIR RELATIONS WITH WHITE SUBORDINATES, COWORKERS, AND SUPERIORS. INFORMATION WAS ALSO OBTAINED FROM 61 OF THE WHITE SUPERIORS TO WHOM THE BLACK RESPONDENTS REPORTED. A TECHNICAL APPENDIX IS INCLUDED. (AUTHOR)
ERIC: ED078773

4615 A STUDY OF BLACK MALE PROFESSIONALS IN INDUSTRY. MANPOWER RESEARCH MONOGRAPH NO. 26. 73
SHAPIRO, THERESA R.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 27P.
COLLEGE GRADUATES, DATA ANALYSIS, EQUAL OPPORTUNITIES (JOBS), FIELD INTERVIEWS, INDUSTRIAL PERSONNEL, JOB SATISFACTION, LABOR FORCE, MALES, MANPOWER UTILIZATION, NATIONAL SURVEYS, NEGRO ACHIEVEMENT, NEGRO EMPLOYMENT, NEGROES, PROFESSIONAL PERSONNEL, RACIAL DISCRIMINATION
THE STUDY ON WHICH THIS MONOGRAPH IS BASED WAS A FIRST ATTEMPT TO INVESTIGATE WHAT HAPPENS TO THE BLACK MALE COLLEGE GRADUATE AFTER HE ENTERS THE WHITE BUSINESS FIRM. THE DATA WERE OBTAINED FROM INTERVIEWS IN THE SUMMER OF 1971 WITH 500 BLACK MALE PROFESSIONALS AND MANAGERS EMPLOYED IN PRIVATE INDUSTRY. THE RESPONDENTS WERE CHOSEN FROM THE FILES OF RECRUITING MANAGEMENT CONSULTANTS, INC. AND REPRESENTED THE TEN CITIES HAVING THE LARGEST NUMBER OF BLACKS IN THE LABOR FORCE, EXCLUDING WASHINGTON, D.C. AND NEWARK. OF THE SURVEYED BLACK MEN, MOST WERE COLLEGE GRADUATES, YOUNG, WITH FEW YEARS OF WORK EXPERIENCE. SLIGHTLY MORE THAN HALF WERE SATISFIED WITH THEIR CAREER PROGRESS; AND MOST REPORTED GOOD RELATIONS WITH WHITE COWORKERS, SUPERVISORS, AND SUBORDINATES; BUT THREE OUT OF FIVE FELT THAT THEY DID NOT HAVE THE SAME OPPORTUNITIES AS WHITES IN THEIR FIRM. THE VALIDITY OF THEIR ASSESSMENT MAY BE SUBSTANTIATED BY THE FACT THAT ONLY 62 OUT OF A POSSIBLE 230 WHITE SUPERVISORS AGREED TO BE INTERVIEWED. (AG)
ERIC: ED083426 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 2900-00172, $0.50)

4616 A STUDY OF CAREER LADDERS AND MANPOWER DEVELOPMENT FOR NON-MANAGEMENT PERSONNEL IN THE FOOD SERVICE INDUSTRY. JUN 70
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF HOTEL ADMINISTRATION AT CORNELL UNIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 231P.
CAREER LADDERS, CAREER OPPORTUNITIES, EDUCATIONALLY DISADVANTAGED, FOOD SERVICE INDUSTRY, FOOD SERVICE WORKERS, LABOR TURNOVER, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MODELS, OCCUPATIONAL MOBILITY, PYRAMID ORGANIZATION
BECAUSE OF ITS FAILURE TO PROVIDE CAREER LADDERS FOR NON-MANAGEMENT EMPLOYEES, THE FOOD SERVICE INDUSTRY IS FACING INCREASINGLY SEVERE MANPOWER SHORTAGES AND LABOR TURNOVER. UNNECESSARY REQUIREMENTS BAR ENTRY WORKERS FROM MANY JOBS, AND TRAINING OPPORTUNITIES LEAVE MUCH TO BE DESIRED. THIS REPORT IDENTIFIES THE PROBLEM AREAS AND DEVELOPS A MODEL CAREER PROGRESSION SYSTEM TO PROMOTE OPTIMAL HORIZONTAL AND VERTICAL ADVANCEMENT FOR NON-MANAGEMENT PERSONNEL. CASE STUDIES AND PERSONAL INTERVIEWS WERE USED TO COLLECT DATA FROM CORPORATE OFFICIALS, EMPLOYEES, AND FORMER EMPLOYEES OF 18 LARGE COMPANIES REPRESENTING ALL SEGMENTS OF THE FOOD SERVICE INDUSTRY. THEIR RESPONSES DEMONSTRATE THE

(CONT.)
4616 NEED FOR IMPROVED RECRUITMENT PRACTICES AND WORKING CONDITIONS IN JOBS OFFERING THE OPPORTUNITY FOR ADVANCEMENT. (BH)
ERIC: ED048465

4617 A STUDY OF CHARACTERISTICS OF PARAPROFESSIONALS IN CHILD CARE SERVICES IN THE FAR WESTERN UNITED STATES. FEB 74
MAZYCK, HAROLD E., JR.
NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIV., GREENSBORO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 108P.
CHILD CARE WORKERS, CLUSTER ANALYSIS, DATA ANALYSIS, EDUCATIONAL ASSESSMENT, INDIVIDUAL CHARACTERISTICS, MEASUREMENT INSTRUMENTS, PARAPROFESSIONAL SCHOOL PERSONNEL, PERSONALITY ASSESSMENT, RESEARCH DESIGN, TABLES (DATA), MAZYCK RATING SCALE FOR PARAPROFESSIONALS
THIS STUDY WAS A REPLICATION OF AN EARLIER STUDY BY MAZYCK (1971) WHICH WAS DESIGNED TO ANALYZE CHARACTERISTICS OF PARAPROFESSIONAL CHILD CARE WORKERS, AS DETERMINED BY RATINGS GIVEN ON A SCALE OF PARAPROFESSIONAL WORKER CHARACTERISTICS. THE ORIGINAL STUDY IS REVIEWED AND THE DEVELOPMENT OF THE MAZYCK RATING SCALE FOR PARAPROFESSIONALS, IS DISCUSSED. THE SCALE WAS COMPOSED OF TWO CATEGORIES OF CHARACTERISTICS PERSONAL-SOCIAL, AND EDUCATIONAL-BIOGRAPHICAL-WORKING RELATIONSHIPS. IN THE PRESENT STUDY, THE CATEGORY REACTION TO STRESS WAS ADDED, AND THE ORIGINAL EXPERIMENT WAS REPLICATED WITH A DIFFERENT AND SMALLER GROUP OF CHILD WORKERS AND SPECIALISTS SIMILAR TO THOSE USED IN THE FIRST STUDY. FINDINGS SHOW THAT FROM BOTH STUDIES THERE ARE 20 SCALE ITEMS THAT EACH OF THE GROUPS AGREE ON AS BEING SIGNIFICANT CHARACTERISTICS OF PARAPROFESSIONALS. THE NEXT STEP IS TO DEVISE WAYS OF MEASURING THE IDENTIFIED CHARACTERISTICS AND TO DEVELOP INSTRUMENTS USEFUL FOR PERSONS INTERESTED IN SELECTION OF CHILD CARE WORKERS. EXTENSIVE STATISTICAL DATA ARE INCLUDED, AS WELL AS A COPY OF THE RATING SCALE AS USED IN THE SECOND STUDY. (ED)
ERIC: ED104568

4618 STUDY OF COMMUNITY COLLEGES AND VOCATIONAL-TECHNICAL CENTERS, PHASE I. DEC 70
GODFREY, ELEANOR P.;HOLMSTROM, ENGIN I.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. OFFICE OF PROGRAM PLANNING AND EVALUATION (DHEW/OE), WASHINGTON, D.C.
CONTRACT NO. OEC-0-(-089014-3672(010)
NOTES: 363P.
COMPARATIVE ANALYSIS, EDUCATIONAL PHILOSOPHY, GRADUATE SURVEYS, JUNIOR COLLEGES, SCHOOL SURVEYS, STUDENT CHARACTERISTICS, TEACHER CHARACTERISTICS, VOCATIONAL SCHOOLS, VOCATIONAL TRAINING CENTERS
THE MAJOR PURPOSE OF THIS STUDY IS TO INVESTIGATE POSSIBLE DIFFERENCES AMONG 2-YEAR COLLEGES THAT DIFFER IN EDUCATIONAL PHILOSOPHIES. BRANCH CAMPUSES ARE FOUND TO PREPARE STUDENTS FOR TRANSFER TO 4-YEAR COLLEGES; JUNIOR COLLEGES AND TECHNICAL INSTITUTES PREPARE STUDENTS IN BOTH TRANSFER AND TERMINAL PROGRAMS; AND VOCATIONAL-TECHNICAL CENTERS STRONGLY EMPHASIZE IMMEDIATE JOB PREPARATION. NINETY SCHOOLS WERE SURVEYED FOR PROGRAM EMPHASIS, EDUCATIONAL COSTS, STUDENT BODY AND FACULTY CHARACTERISTICS, ARTICULATION WITH OTHER SCHOOLS, AND THE ROLE OF THE INSTITUTION IN AN EDUCATIONAL SYSTEM. A TOTAL OF 7,673 STUDENTS ENROLLED IN 1969 WERE SURVEYED FOR DEMOGRAPHIC CHARACTERISTICS, PREVIOUS AND CURRENT EDUCATIONAL EXPERIENCES, AND OCCUPATIONAL GOALS. A TOTAL OF 1,45[illegible] (1967) GRADUATES WERE SURVEYED FOR PERSONAL CHARACTERISTICS, HIGH SCHOOL EXPERIENCE, OTHER POST-SECONDARY SCHOOLS ATTENDED, 2-YEAR COLLEGE EXPERIENCE, POST-JUNIOR COLLEGE EDUCATION, EMPLOYMENT AND FINANCIAL STATUS, AND GOALS AND ASPIRATIONS. STUDENT AND GRADUATE GROUPS WERE COMPARED WHENEVER A DATA BASE WAS PRESENT. FINALLY, 2,015 FACULTY WERE SURVEYED FOR DEMOGRAPHIC AND OCCUPATIONAL CHARACTERISTICS, AND ATTITUDES TOWARD SCHOOL SERVICES AND POLICY. THE RESULTS INDICATE DIFFERENCES IN THE ABOVE AREAS ACCORDING TO TYPE OF SCHOOL. A DETAILED DISCUSSION OF RESEARCH METHODOLOGY AND RESULTS, AND THE QUESTIONNAIRES USED IN THE STUDY ARE INCLUDED. (CA)
ERIC: ED053719

4619 STUDY OF CORPORATE YOUTH EMPLOYMENT POLICIES AND PRACTICES 12 JAN 73
MANPOWER INST., WASHINGTON, D.C. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. L-72-166
NOTES: FINAL REPT. 1 JUL 72-31 JAN 73. 52P
YOUTHS, PERSONNEL SELECTION, NTISLABASP
YOUTH HIRING DECISIONS OF CORPORATE EMPLOYERS WERE EXAMINED TO DETERMINE TO WHAT EXTENT INTERNAL STUDIES WERE CONDUCTED WHICH EFFECT THE ORGANIZATIONS COMMITMENT TO YOUTH EMPLOYMENT, TO DETERMINE TO WHAT EXTENT STUDIES OF A SIMILAR NATURE CONDUCTED BY OTHERS INFLUENCED THEIR EMPLOYMENT POLICIES, TO DETERMINE TO WHAT EXTENT THE ABSENCE OF SUCH STUDIES REFLECTED EMPLOYERS RELUCTANCE TO HIRE YOUTHS, AND TO DETERMINE TO WHAT DEGREE LACK OF CORPORATE POLICY HAS AN EFFECT ON THE HIRING OF THIS AGE GROUP. INTERVIEWS WERE CONDUCTED WITH PERSONNEL EXECUTIVES OF 42 LARGE INDUSTRIAL CORPORATIONS, AND LITERATURE WAS EXAMINED.
NTIS: PB-253 168/9ST NTIS PRICES PC$4.50/MF$2.25

4620 A STUDY OF CURRENT PRACTICES IN TECHNICAL VOCATIONAL CURRICULUM DEVELOPMENT IN COMMUNITY COLLEGES OF THE WESTERN STATES. JUN 68
BOSS, RICHARD DALE
NOTES: 288P.; ED.D. DISSERTATION, OREGON STATE UNIVERSITY
COLLEGE ADMINISTRATION, COMMUNITY COLLEGES, CURRICULUM DEVELOPMENT, CURRICULUM

(CONT.)
4620 EVALUATION, DATA ANALYSIS, DOCTORAL THESES, EVALUATION CRITERIA, QUESTIONNAIRES, STATE DEPARTMENTS OF EDUCATION, SURVEYS, TECHNICAL EDUCATION, VOCATIONAL DIRECTORS, VOCATIONAL EDUCATION, WESTERN STATES

IN ORDER TO EVALUATE THE CURRICULUM DEVELOPMENT PRACTICES OF COMMUNITY COLLEGES IN THE WESTERN STATES AND TO RECOMMEND GUIDELINES FOR THEIR TECHNICAL VOCATIONAL PROGRAMS, A SURVEY WAS MADE OF COMMUNITY COLLEGE ADMINISTRATORS AND OF STATE DIRECTORS OF VOCATIONAL EDUCATION. QUESTIONNAIRE DATA FROM 56 COLLEGE ADMINISTRATORS IN 10 WESTERN STATES AND FROM THE STATE DIRECTORS IN THE 10 STATES WERE ANALYZED AND COMPARED. A LITERATURE REVIEW TRACED THE PARALLEL DEVELOPMENT OF COMMUNITY COLLEGE MOVEMENTS AND VOCATIONAL EDUCATION, REVEALING A QUESTION AS TO THE RESPONSIBILITY OF THE COLLEGE FOR THIS TYPE OF EDUCATION. SURVEY FINDINGS SHOWED BASIC AGREEMENT BETWEEN THE TWO SURVEY GROUPS. BOTH FELT THAT THE COMMUNITY COLLEGE SHOULD BE RESPONSIBLE FOR THE DEVELOPMENT OF CURRICULUM, THAT THE EVALUATIVE CRITERIA USED FOR SUCCESSFUL HIGH SCHOOL LEVEL VOCATIONAL EDUCATION WAS SUITABLE FOR COMMUNITY COLLEGES, AND THAT ADVISORY COMMITTEES WERE HELPFUL IN DEVELOPING CURRICULUMS. THE SURVEY DATA ALSO SHOWED THAT TECHNICAL VOCATIONAL STUDENTS CONSTITUTED APPROXIMATELY ONE THIRD OF THE STUDENT BODIES AND THAT ENROLLMENTS AND CURRICULUMS WERE INCREASING, PARTICULARLY IN NON-ENGINEERING DIVISIONS. (MF)

ERIC: ED069660 UNIVERSITY MICROFILMS, INC., P. O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-14870, MF $4.00, XEROGRAPHY $10.00)

4621 A STUDY OF CURRICULA FOR EXISTING AND PROPOSED JUNIOR COLLEGES IN UTAH. MAR66

SELMAN, ORRIN MCEWAN

BRIGHAM YOUNG UNIV., PROVO, UTAH. COLL. OF EDUCATION.; UTAH STATE BOARD OF EDUCATION, SALT LAKE CITY.

ADMINISTRATION, COLLEGE ROLE, CURRICULUM DEVELOPMENT, CURRICULUM PLANNING, GOVERNANCE, JUNIOR COLLEGES, POPULATION TRENDS, STATE PROGRAMS, VOCATIONAL EDUCATION, UTAH

EXISTING JUNIOR COLLEGE PROGRAMS IN UTAH WERE SURVEYED TO ASSESS PRESENT AND FUTURE CURRICULAR NEEDS AND TO RECOMMEND GUIDELINES FOR A CURRICULAR PROGRAM FOR THE EXISTING AND PROJECTED JUNIOR COLLEGES IN UTAH. METHODS EMPLOYED IN GAINING BACKGROUND AND IN COLLECTING DATA WERE REVIEW OF THE LITERATURE, INTERVIEWS, CAMPUS VISITS, AND STUDY OF DOCUMENTS RELEVANT TO THE THREE JUNIOR COLLEGES IN UTAH. LITTLE CURRICULAR COORDINATION EXISTS AMONG THE UTAH JUNIOR COLLEGES. THE COLLEGES PROVIDE SOME TERMINAL EDUCATION BUT STRONGLY EMPHASIZE THE TRANSFER PROGRAM. MEAGER POST-HIGH SCHOOL TERMINAL EDUCATION OPPORTUNITIES INDICATE THE NEED FOR MORE OFFERINGS IN THE TRADES AND IN TECHNICAL, MANAGERIAL, CLERICAL, AND SERVICE OCCUPATIONS. FOR UTAH, THE AUTHOR RECOMMENDS (1) A SINGLE GOVERNING BOARD FOR ALL JUNIOR COLLEGES, (2) ESTABLISHMENT OF CURRICULUM ADVISORY COMMITTEES, (3) A JUNIOR COLLEGE IN THE SALT LAKE METROPOLITAN AREA, (4) A BROAD, FLEXIBLE CURRICULUM IN EACH JUNIOR COLLEGE, DESIGNED TO MEET NEEDS OF THE COMMUNITY AND STUDENTS AS DETERMINED BY SURVEYS, (5) EXPANSION OF VOCATIONAL EDUCATION, AND (6) USE OF LOCAL COMMUNITY SURVEYS IN CURRICULUM DEVELOPMENT. THIS ED.D. DISSERTATION IS AVAILABLE AS DOCUMENT NO. 66-7559, FOR $3.90 (MICROFILM) OR $13.75 (XEROGRAPHIC COPY) FROM UNIVERSITY MICROFILMS, INC., 313 NORTH FIRST STREET, ANN ARBOR, MICHIGAN 48107. (WO)

ERIC: ED014290

4622 A STUDY OF DAY CARES EFFECT ON THE LABOR FORCE PARTICIPATION OF LOW-INCOME MOTHERS. WORKING PAPERS. JUN 73

DITMORE, JACK; PROSSER, W. R.

OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PLANNING, RESEARCH, AND EVALUATION.

NOTES: 113P.

CHILD CARE, CHILD REARING, DAY CARE SERVICES, FEDERAL AID, FEDERAL PROGRAMS, LABOR FORCE, LOW INCOME GROUPS, WELFARE SERVICES, WORKING WOMEN

THE OBJECTIVE OF THIS PAPER WAS TO EXAMINE WHAT EFFECT GOVERNMENT SUBSIDIZED DAY CARE BY ITSELF MIGHT HAVE ON THE LABOR FORCE PARTICIPATION OF LOW INCOME GROUP MOTHERS. THE POLICY ISSUE WAS AS FOLLOWS WILL THE PROVISION OF ADEQUATE DAY CARE SERVICES (IN TERMS OF COST AND QUALITY) TO LOW INCOME GROUP MOTHERS SUBSTANTIALLY INCREASE THEIR LABOR FORCE PARTICIPATION (BY REMOVING A SIGNIFICANT BARRIER TO EMPLOYMENT), THEREBY REDUCING THEIR POTENTIAL FOR THE RECEIPT OF INCOME TRANSFER PROGRAMS RESPONDING TO THIS ISSUE, THE PAPER REVIEWS EXISTING RESEARCH ON THE RELATIONSHIP OF PROVISION OF DAY CARE SERVICES TO LABOR FORCE PARTICIPATION. THE PAPER CONCLUDES THAT PROVISION OF DAY CARE BY ITSELF WILL NOT LEAD TO VAST NUMBERS OF LOW INCOME MOTHERS ENTERING THE LABOR FORCE; AN ESTIMATED TEN PERCENTAGE POINT INCREASE IN LABOR FORCE PARTICIPATION MIGHT OCCUR IN RESPONSE TO DAY CARE. THE REASONS FOR THIS PERCENTAGE POINT INCREASE BEING NOT LARGER ARE CITED AS (1) MANY MOTHERS PREFER TO CARE FOR THEIR OWN CHILDREN; (2) MANY MOTHERS DO NOT SEE THE PROVISION OF SUBSIDIZED DAY CARE AS SUBSTANTIALLY INCREASING THEIR NET WAGE (3) THE STRUCTURE OF WELFARE LAWS MAKES EMPLOYMENT, IN SOME CASES, ECONOMICALLY UNSOUND; AND, (4) EMPLOYMENT INCREASES THE ALREADY HEAVY BURDENS OF THE MOTHER. (AUTHOR/RJ)

ERIC: ED090627

4623 A STUDY OF EMPLOYEE RESISTANCE IN JOB ENRICHMENT 1975

COLLINS, D.C.; RAUBOLT, R.R.

PERSONNEL JOURNAL, VOL.54, NO.4, APRIL 1975, P. 232-235, 248. BIBLIOG. 14

CONTROL AND PLANNING, DECISION MAKING, EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB ENRICHMENT, JOB SECURITY, MANAGEMENT, MANUFACTURING, MOTIVATION, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, RESISTANCE TO CHANGE

A STUDY EXAMINING RESISTANCE TO A JOB ENRICHMENT PROGRAM FINDS LESS RESISTANCE IN THE YOUNGER, COLLEGE-EDUCATED INDIVIDUALS WHO TEND TO BE MORE COOPERATIVE WITH MANAGEMENT.

MGMT: PEJ7540232

4624 STUDY OF EMPLOYMENT OF WOMEN IN THE FEDERAL GOVERNMENT 1971. 73
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. MANPOWER STATISTICS DIV.
NOTES: 177P.
FEDERAL GOVERNMENT, GOVERNMENT EMPLOYEES, MANPOWER UTILIZATION, NATIONAL SURVEYS, STATISTICAL DATA, TABLES (DATA), WORKING WOMEN
THIS STUDY PRESENTS STATISTICAL INFORMATION GAINED FROM A SURVEY OF WOMEN EMPLOYED FULL-TIME IN FEDERAL CIVILIAN COLLAR EMPLOYMENT AS OF OCTOBER 31, 1971 IN THE WASHINGTON, D.C., METROPOLITAN AREA, THE 50 STATES AND THE TERRITORIES OF THE U.S., AND FOREIGN COUNTRIES. EXCLUDED FROM THE SURVEY ARE MEMBERS AND EMPLOYEES OF THE CONGRESS, EMPLOYEES OF THE CENTRAL INTELLIGENCE AGENCY, AND THE NATIONAL SECURITY AGENCY, AND NONCITIZENS OUTSIDE THE U.S. COMPARISONS OF THE 1971 DATA WITH DATA FROM THE 1970 SURVEY REVEALED THAT (1) THE NUMBER OF WOMEN IN BETTER PAYING JOBS IN THE FEDERAL GOVERNMENT INCREASED SIGNIFICANTLY BETWEEN OCTOBER 1970 AND OCTOBER 1971, (2) GAINS FOR WOMEN WERE REPORTED AT NEARLY EVERY GRADE LEVEL ABOVE GS-4 OF THE GENERAL SCHEDULE OR EQUIVALENT RATES, WITH WOMEN ACCOUNTING FOR OVER HALF (50.3 PERCENT) OF THE TOTAL NET INCREASE IN JOBS AT THE GS-7 THROUGH GS-12 LEVELS, AND (3) OCCUPATIONAL GROUPS IN WHICH WOMEN MADE THE GREATEST GAINS WERE OCCUPATIONS ASSOCIATED WITH MEDICAL AND HEALTH SERVICE, BUSINESS AND INDUSTRY, EDUCATION, AND SOCIAL SCIENCE, PSYCHOLOGY, AND WELFARE. DATA ARE PRESENTED BY AGENCY AND GEOGRAPHIC AREA, BY GENERAL SCHEDULE AND EQUIVALENT GRADES, AND OCCUPATIONAL GROUP. DATA PERTAINING TO FULL-TIME WHITE-COLLAR EMPLOYMENT IN THE POSTAL SERVICE ARE APPENDED. (SB)
ERIC: ED079502 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 0600-00685; PRICE $2.35, DOMESTIC POSTPAID)

4625 STUDY OF EMPLOYMENT OF WOMEN IN THE FEDERAL GOVERNMENT, 1970. DEC 71
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. MANPOWER STATISTICS DIV.
CONTRACT NO. 230
WORKING WOMEN, FEDERAL GOVERNMENT, MANPOWER UTILIZATION, NATIONAL SURVEYS, GOVERNMENT EMPLOYEES, WHITE COLLAR OCCUPATIONS, INCOME, TABLES (DATA)
THIS STUDY PRESENTS STATISTICAL DATA GATHERED IN A SURVEY OF FEMALES EMPLOYED IN FULL-TIME FEDERAL CIVILIAN WHITE-COLLAR JOBS IN THE U.S., TERRITORIES OF THE U.S., AND FOREIGN COUNTRIES. THE DATA ARE PRESENTED IN SEVERAL TABLES REFLECTING EMPLOYMENT BY (1) GENERAL SCHEDULE AND EQUIVALENT GRADES, (2) SPECIAL OCCUPATIONAL CATEGORIES, (3) OCCUPATIONAL GROUP, AND (4) SELECTED AGENCIES. SINCE THE LAST SURVEY, THE TOTAL NUMBER OF FULL-TIME WHITE-COLLAR WOMEN SHOWED A NET DECREASE OF 7,067. THEY NOW REPRESENT 33.2 PERCENT OF THE TOTAL WHITE-COLLAR WORKFORCE (1,981,722) AS COMPARED TO 33.4 PERCENT IN OCTOBER 1969. ALL OF THE NET DECREASE MAY BE ATTRIBUTED TO LOSSES IN GRADES 1 THROUGH 6 AND THE EQUIVALENT, WHILE WOMEN IN GRADES 13 AND ABOVE INCREASED 6.6 PERCENT. THE GENERAL ADMINISTRATIVE, CLERICAL, AND OFFICE SERVICE GROUP CONTINUES TO BE PREDOMINATED BY WOMEN, ALTHOUGH THE NUMBER OF WOMEN IN THE GROUP DROPPED SLIGHTLY. AVERAGE SALARIES FOR WOMEN ($7,727) WERE SIGNIFICANTLY LOWER THAN FOR MEN ($10,981). THE HIGHEST SALARIES PAID TO WOMEN WERE IN THE VETERINARY MEDICINE SCIENCES ($14,866) AND COPYRIGHT, PATENT, AND TRADEMARK ($14,573). (SB)
AIM/ARM: VT016315 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (SN 62-06, $1.75)

4626 A STUDY OF FACTORS IN WORKERS DECISIONS TO FOREGO RETRAINING UNDER MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962. JUN64
BRAZZIEL, WILLIAM F.
VIRGINIA STATE COLL., NORFOLK. NORFOLK DIV.
NOTES: 63P.
AGE, ATTITUDE TESTS, COMMUNICATION PROBLEMS, EDUCATIONAL ATTITUDES, EDUCATIONAL BACKGROUND, EDUCATIONAL PROGRAMS, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, ENROLLMENT INFLUENCES, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, MALES, MANPOWER DEVELOPMENT, PROGRAM ATTITUDES, QUESTIONNAIRES, RACIAL CHARACTERISTICS, RETRAINING, UNEMPLOYED, UNSKILLED WORKERS, VOCATIONAL EDUCATION, MDTA PROGRAMS, VIRGINIA
THE VIRGINIA EMPLOYMENT COMMISSION IDENTIFIED AND CONTACTED 314 MEN FOR ENROLLMENT IN RETRAINING PROGRAMS. THESE MEN, AGES 21 TO 65, WERE COMPARED ON THE BASIS OF THEIR ACCEPTANCE OR REJECTION OF ENROLLMENT IN THE PROGRAMS. THE PROGRAMS WERE (1) A 52-WEEK COURSE IN BRICK MASONRY, AUTOMOBILE MECHANICS, SHEET METAL WORK, ELECTRONICS TECHNOLOGY, OR BUILDING MAINTENANCE AND (2) A 12-WEEK COURSE IN AUTOMOBILE SERVICING. DATA WERE COLLECTED BY INTERVIEW TO TEST 10 HYPOTHESES, THREE OF WHICH WERE--(1) THE REJECTORS FEEL TRAINING ALLOWANCES ARE TOO LOW, (2) COMMUNICATIONS DO NOT ADEQUATELY CONVEY THE REQUIREMENTS FOR ENROLLMENT OR THE POTENTIAL BENEFITS, AND (3) EDUCATION, TRAINING, WORK EXPERIENCE, AND FAMILY CHARACTERISTICS DIFFER FOR ENROLLERS AND REJECTORS. THE THREE MAJOR FACTORS WHICH DETERRED ENROLLMENT WERE (1) THE TRAINING ALLOWANCE OF $25 PER WEEK WAS TOO LOW, (2) THE TRAINING PERIOD WAS TOO LONG, AND (3) COMMUNICATIONS CONCERNING THE COURSES AND ENROLLMENT IMPEDED RECRUITMENT. OTHER FINDINGS INDICATED THE REJECTOR HAD SELDOM BEEN IN MILITARY SERVICE, HAD NOT WORKED OUTSIDE HIS HOME COMMUNITY, AND HAD NOT WORKED WITH OR NEAR SKILLED WORKERS. HE SEEMED PRONE TO MISUNDERSTAND INFORMATION ABOUT NEW PROGRAMS. HE ALSO FELT HE COULD NOT AFFORD A LONG PERIOD OF RETRAINING. SOME RECOMMENDATIONS WERE TO--(1) UTILIZE LONG RANGE INFORMATION PROGRAMS, (2) USE A VARIETY OF COMMUNICATION TECHNIQUES, (3) PROVIDE A DEMONSTRATION TRAINING PROJECT, (4) PROVIDE ADDITIONAL ASSISTANCE FOR LARGE FAMILIES DURING TRAINING, AND (5) USE THE SIMPLEST ENROLLMENT PROCEDURES. STATISTICAL DATA ARE INCLUDED. (EM)
ERIC: ED018557

4627 A STUDY OF IMPACT AND EFFECTIVENESS OF THE COMPREHENSIVE MANPOWER PROJECT OF CLEVELAND (AIM-JOBS). VOL 1. SUMMARY VOL 2. TECHNICAL REPORT. VOL 3. APPENDICES. DEC 69
ALLERHAND, MELVIN F.;AND OTHERS
CASE WESTERN RESERVE UNIV., CLEVELAND, OHIO.
NOTES: 912P.
ATTENDANCE, BIBLIOGRAPHIES, CHANGING ATTITUDES, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, INNER CITY, JOB PLACEMENT, MOTIVATION, PARTICIPANT CHARACTERISTICS, PERSISTENCE, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, QUESTIONNAIRES, SELF CONCEPT, VOCATIONAL FOLLOWUP, WORK ATTITUDES, AIM JOBS, CLEVELAND (OHIO)
THIS STUDY INVESTIGATED AIM-JOBS EFFECTIVENESS IN PLACING DISADVANTAGED, UNEMPLOYED CLEVELAND, OHIO, ADULTS AND YOUTH IN MEANINGFUL JOBS; WAYS IN WHICH IT MIGHT IMPROVE ITS EFFECTIVENESS; AND IMPLICATIONS OF THE FIRST 18 MONTHS FOR OTHER COMPREHENSIVE EMPLOYMENT PROGRAMS. DATA ON THE 1,865 PARTICIPANTS WERE GATHERED AT THE BEGINNING AND END OF ORIENTATION, AND AGAIN SIX MONTHS AFTER PLACEMENT ON THE JOB. A QUESTIONNAIRE MEASURED ASPECTS OF MOTIVATION, WORK RELATED ATTITUDES, SELF-CONCEPT, AND CONCEPTION OF WORK. BIOGRAPHICAL AND DEMOGRAPHIC DATA CAME FROM AIM-JOBS FILES. MAJOR FINDINGS INCLUDED THESE (1) WORK ATTITUDES SHOWED NO SIGNIFICANT CHANGE; (2) INITIAL ATTITIDES AND PARTICIPANT CHARACTERISTICS FAILED TO PREDICT JOB SUCCESS; (3) LONG PRIOR UNEMPLOYMENT WAS DIRECTLY RELATED TO INABILITY TO MAINTAIN STEADY EMPLOYMENT OR TRAINING PROGRAM ATTENDANCE; (4) PARTICIPANTS VIEWS OF THE WORK CLIMATE (LARGELY NEGATIVE) WERE UNRELATED TO SUPERVISORY RATINGS; (5) PARTICIPANTS RATED LESS RELIABLE TENDED TO STAY ON THE JOB LONGER THAN THOSE RATED HIGHER; (6) SUPERVISORS RATED PARTICIPANTS EQUAL TO OTHER EMPLOYEES IN COMPETENCE, SOCIABILITY, AND EFFORT, BUT LOWER ON RELIABILITY; (7) 47(OF ALL PARTICIPANTS REMAINED IN JOBS, TRAINING, REMEDIAL EDUCATION, OR WORK/TRAINING PROGRAMS THE FULL SIX MONTHS. (LY)
ERIC: ED042117 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-190-037, PB-190-038, PB-190-039, EACH PRICED AT MF $0.65, HC $3.00)

4628 A STUDY OF INTER-RELATIONSHIPS BETWEEN EDUCATION, MANPOWER AND ECONOMY. 7 NOV 67
LEVASSEUR, PAUL M.
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE). DIRECTORATE FOR SCIENTIFIC AFFAIRS.
NOTES: 44P.; PAPER PREPARED FOR THE SYMPOSIUM ON OPERATIONS ANALYSIS OF EDUCATION (WASHINGTON, D.C., NOVEMBER 19-22, 1967).
DECISION MAKING, ECONOMICS, EDUCATIONAL PLANNING, MANPOWER DEVELOPMENT, MATHEMATICAL MODELS, MODELS, POLICY FORMATION, SIMULATION
THE MODEL CONSIDERED IN THIS PAPER, THE G.A.M.E. EDUCATIONAL PLANNING MODEL, PROVIDES A MEANS OF STUDYING THE INTERRELATIONSHIPS AMONG EDUCATION, MANPOWER, AND THE ECONOMY. THE MODEL HAS ORIGINALLY CONSTRUCTED FOR USE AT THE TRAINING SEMINAR, GLOBAL ACCOUNTS FOR MANPOWER AND EDUCATION (G.A.M.E.), HELD IN DUBLIN, IRELAND, SEPTEMBER 4-20, 1967. DESIGNED TO QUANTIFY CERTAIN STRUCTURAL RELATIONSHIPS WITHIN AND AMONG THESE SYSTEMS, THE MODEL CAN BE USED IN A MANNER WHICH CLOSELY APPROXIMATES THE WAY IN WHICH PLANNING IS CARRIED OUT IN PRACTICE. THE MODEL IS DESIGNED TO ANALYZE VARIOUS PLANNING DECISIONS IN TERMS OF THEIR CONSISTENCY, AND, IN CASES IN WHICH DYSFUNCTIONS ARE DISCOVERED, IT CAN BE USED IN AN ITERATIVE MANNER TO ARRIVE AT MUTUALLY CONSISTENT AND BALANCED PLANS. THE MODEL CONSIDERS THREE SEPARATE SYSTEMS THE EDUCATIONAL SYSTEM, THE MANPOWER SYSTEM, AND THE INTER-INDUSTRY SYSTEM. THE BODY OF THE PAPER IS CONCERNED WITH A QUALITATIVE DESCRIPTION OF THE MODEL, WHILE THE MATHEMATICAL DESCRIPTION OF THE MODEL IS CONTAINED IN AN APPENDIX. (HW)
ERIC: ED021316

4629 A STUDY OF INTERNATIONAL DIFFERENCES IN PHILLIPS CURVES. 1 JUL 70
FLANAGAN, ROBERT JOSEPH
CALIFORNIA UNIV., BERKELEY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 269P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
DEVELOPED NATIONS, DOCTORAL THESES, INCOME, INDUSTRIAL RELATIONS, LABOR MARKET, NATIONAL DEMOGRAPHY, UNEMPLOYMENT, WAGES, PHILLIPS CURVE THEORY
THE OBJECTIVE OF THIS STUDY HAS TO DETERMINE WHY THE UNITED STATES HAS EXPERIENCED A HIGHER RATE OF UNEMPLOYMENT IN THE POST-WAR PERIOD THAN OTHER COUNTRIES AT SIMILAR STAGES OF DEVELOPMENT. THE STUDY REVIEWED THE PHILLIPS CURVE THEORY--THE THEORY UNDERLYING WAGE AND PRICE CHANGES--AND THE DEVELOPMENT AND POST-WAR CHARACTERISTICS OF LABOR MARKET ORGANIZATIONS AND THE INDUSTRIAL RELATIONS SYSTEMS IN THE UNITED STATES, GREAT BRITAIN AND SWEDEN. AGGREGATE WAGE AND PRICE CHANGE EQUATIONS WERE ESTIMATED IN EACH OF THE SAMPLE COUNTRIES AND THE IMPLIED TRADE-OFFS BETWEEN WAGE OR PRICE INFLATION AND THE UNEMPLOYMENT RATE WERE DERIVED. THE MODEL DEVELOPED WAS APPLIED TO DATA IN ORDER TO ESTIMATE THE COEFFICIENT IN EACH COUNTRY AND OBSERVED INTERNATIONAL DIFFERENCES IN TURNOVER WERE EXPLAINED. TWO GENERAL POLICY MEASURES, INCOME POLICY AND LABOR MARKET POLICIES, WHICH HAVE BEEN WIDELY APPLIED DURING THE PERIOD UNDER STUDY WERE ASSESSED. (AUTHOR)
ERIC: ED041959 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-194 418, MF $1.45, HC $3.00)

4630 A STUDY OF INTERVIEWER-RESPONDENT INTERACTION IN THE URBAN EMPLOYMENT SURVEY. FINAL REPORT. AUG 69
MARQUIS, KENT H.;CANNELL, CHARLES F.
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 160P.

(CONT.)

4630 AGE, BEHAVIOR, CAUCASIANS, INTERACTION PROCESS ANALYSIS, NEGROES, QUESTION ANSWER INTERVIEWS, RACE, STATISTICAL ANALYSIS, SURVEYS, TABLES (DATA), URBAN EMPLOYMENT SURVEY

THE PURPOSE OF THIS STUDY WAS TO PROVIDE BASIC KNOWLEDGE ABOUT THE KINDS AND AMOUNTS OF BEHAVIOR IN A PERSONAL SURVEY INTERVIEW AND TO INVESTIGATE THE EFFECTS OF CERTAIN RESPONDENT DEMOGRAPHIC CHARACTERISTICS ON THE VERBAL BEHAVIOR OF THE INTERVIEWER AND RESPONDENT DURING THE INTERVIEW. FOUR SAMPLE GROUPS OF EMPLOYED MALES (NEGROES AND CAUCASIANS IN THE 18-24-YEAR-OLD AND 35-64-YEAR-OLD AGE GROUPS) WERE INTERVIEWED BY FEMALE CAUCASIAN MIDDLE CLASS INTERVIEWERS. THE INTERVIEW FORMAT WAS A REVISED VERSION OF THE URBAN EMPLOYMENT SURVEY. THE INTERVIEWS WERE TAPE RECORDED, AND ABOUT 500 VERBAL ACTS WERE CODED FOR EACH OF THE 181 INTERVIEWS. VERBAL BEHAVIOR WAS AFFECTED MORE BY AGE THAN RACE ALTHOUGH THERE WERE SOME DEFINITE DIFFERENCES IN THE LATTER. OLDER RESPONDENTS EXHIBITED A HIGHER BEHAVIOR ACTIVITY LEVEL THAN YOUNGER RESPONDENTS, AND INTERVIEWS WITH NEGROES RESULTED IN MORE PROBING QUESTIONS THAN INTERVIEWS WITH CAUCASIANS. IT WAS CONCLUDED THAT THIS INTERVIEW TECHNIQUE NEEDS SOME REFINEMENT BUT IS A GOOD METHOD FOR STUDYING THE INTERACTION BETWEEN TWO PEOPLE IN THE INTERVIEW SITUATION. (BC)

ERIC: ED053254 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-138456, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

4631 A STUDY OF LOCAL LEADERSHIP IN COMMUNITY ECONOMIC PLANNING. APR 66

BANAS, PAUL A.:AND OTHERS

HUMAN SCIENCES RESEARCH, INC., MCLEAN, VA.

NOTES: 225P.

ADMINISTRATIVE ORGANIZATION, ATTITUDES, COMMITTEES, COMMUNITY LEADERS, COMMUNITY PLANNING, DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, EVALUATION, EVALUATION CRITERIA, OPINIONS, PROGRAM ADMINISTRATION, RESEARCH, VOCATIONAL RETRAINING

THE OBJECTIVE OF THIS RESEARCH WAS TO EXAMINE SEVERAL QUESTIONS REGARDING THE EFFECTIVE AREA REDEVELOPMENT COMMITTEE AND THE ROLE IT PLAYS IN COMMUNITY AFFAIRS. THE ARA HAS DEFINED THE ROLE AND FUNCTION OF THE AREA REDEVELOPMENT COMMITTEE AND HAS DEVELOPED SOME GENERAL EVALUATIVE CONCEPTS REGARDING COMMITTEE EFFECTIVENESS. HOWEVER, SPECIFIC RESEARCH HAS NEEDED TO (1) IDENTIFY CRITERIA AND DEVELOP MEASURES WHICH COULD BE USED IN EVALUATING THE EFFECTIVENESS OF AREA REDEVELOPMENT COMMITTEES; (2) IDENTIFY THE CORRELATES OF DIFFERENTIAL COMMITTEE EFFECTIVENESS; AND (3) DETERMINE THE EXTENT TO WHICH THE AREA REDEVELOPMENT COMMITTEE ASSUMES THE LEADERSHIP ROLE IN COMMUNITY ECONOMIC REDEVELOPMENT EFFORTS. THE STUDY WAS ORIENTED TOWARDS DISCOVERING (A) THE PATTERNS UNDERLYING COMMITTEE STRUCTURE AND OPERATION, (B) THE EXTENT TO WHICH COMMITTEES ARE FUNCTIONING AS PRESCRIBED AND HOW THEY ARE EVALUATED IN THE COMMUNITY, AND (C) THE CIRCUMSTANCES ASSOCIATED WITH SUCCESS OR FAILURE. THUS, THE MAIN FOCUS WAS ON IDENTIFYING THOSE ASPECTS OF COMMITTEE STRUCTURE AND BEHAVIOR WHICH CONTRIBUTE TO SUCCESSFUL COMMITTEE FUNCTIONING. (TABLES, FIGURES, AND APPENDIXES ARE INCLUDED.) (AUTHORS/LY)

ERIC: ED023956 CLEARINGHOUSE FOR FEDERAL, SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-178-932, MF $.65, XEROGRAPHY $3.00).

4632 A STUDY OF LOW-INCOME FAMILIES IMPLICATIONS FOR THE WIN (WORK INCENTIVE) PROGRAM. FINAL REPORT. 19 JUL 72

MACEK, ALBERT J.:AND OTHERS

NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 29P.

ECONOMICALLY DISADVANTAGED, EMPLOYMENT PATTERNS, HEADS OF HOUSEHOLDS, LOW INCOME GROUPS, LOW MOTIVATION, MOTIVATION TECHNIQUES, POVERTY RESEARCH, SELF ACTUALIZATION, UNEMPLOYED, WELFARE RECIPIENTS, WORK ATTITUDES, WORK EXPERIENCE, WORK INCENTIVE PROGRAM

DATA FROM A NATIONWIDE STUDY OF LOW-INCOME PEOPLE ARE CONSIDERED AS THEY APPLY TO THE WIN PROGRAM. THE STUDY TESTED MAJOR ASSUMPTIONS UPON WHICH WIN IS BASED. THE DATA TEND TO SUPPORT THE OBJECTIVES AND METHODS OF THE WIN PROGRAM EXPRESSED IN THE ORIGINAL LEGISLATION. THE ANALYSIS SUMMARIZES THE RELEVANT FINDINGS INTO PRINCIPLES, WHICH SUPPORT THE IDEA THAT THE NONWORKING, WELFARE-DEPENDENT, LOW-INCOME HEADS OF HOUSEHOLD SHOULD BE PERMITTED TO HAVE EXPERIENCE WORKING. ESTABLISHED LAWS OF LEARNING ARE USED TO SUGGEST WAYS OF ACHIEVING THE OBJECTIVES OF WIN. (NTIS)

ERIC: ED081396 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 702, MF $1.45, HC $3.00)

4633 A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING. VOLUME I FINAL REPORT. 10 JUL 69

DAVIS, EARL E.

SKILL ADVANCEMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.

NOTES: 262P.

BIBLIOGRAPHIES, EMPLOYEES, INDIVIDUAL CHARACTERISTICS, JOB TRAINING, LOW INCOME GROUPS, OCCUPATIONAL MOBILITY, STATISTICAL ANALYSIS, SUPERVISORS, TABLES (DATA), UNSKILLED WORKERS

THE INTENT OF THIS STUDY WAS TO DESCRIBE LOW-WAGE, LOW-SKILL WORKERS WITHIN THE CONTEXT OF THEIR WORK ENVIRONMENT AND TO DEVELOP TECHNIQUES TO MEASURE THE EFFECTS OF SKILL ADVANCEMENTS SKILL TRAINING PROGRAM ON THE PARTICIPANTS. DUE TO THE LACK OF RESEARCH FINDINGS IN THIS AREA, THESE RESEARCH EFFORTS WERE SOMEWHAT EXPLORATORY IN NATURE, PARTICULARLY DURING THE FIRST YEAR OF THE PROJECT. THE STATISTICAL TECHNIQUE USED IN THIS PROCEDURE WAS ANALYSIS OF VARIANCE AND THE EXPERIMENTAL DESIGN WAS THE SOLOMON

(CONT.)
4633 FOUR-GROUP DESIGN. A PILOT STUDY WAS ALSO CONDUCTED RELATING TO THE QUESTION OF PRETEST VARIABLES AS PREDICTORS OF LATER TRAINING SUCCESS ON THE JOB. FACTOR ANALYSIS WAS THE TECHNIQUE APPLIED FOR STUDYING PREDICTIVE VALIDITY. THIS REPORT IS DIVIDED INTO THREE VOLUMES. THIS DOCUMENT IS VOLUME I, WHICH PRESENTS INFORMATION ON DATA COLLECTION PROCEDURES, METHODS AND RESULTS, AND A SUMMARY. VOLUME II CONTAINS 12 STATISTICAL TABLES, WHICH INCLUDE DATA ON JOB SEARCH BEHAVIOR, FACTOR ANALYSIS, AND ANALYSIS OF VARIANCE, AND IS AVAILABLE AS VT 010 819. VOLUME III, A MODIFIED EMPLOYEE INTERVIEW SCHEDULE AND SUPERVISOR INTERVIEW SCHEDULE, AS AVAILABLE AS VT 010 820. (AUTHOR/BC)
ERIC: ED054307

4634 A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING. VOLUME II TECHNICAL APPENDIX A, TABLES. 31 AUG 68
DAVIS, EARL E.
SKILL ADVANCEMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 33P.
JOB TRAINING, LOW INCOME GROUPS, STATISTICAL ANALYSIS, TABLES (DATA), UNSKILLED WORKERS
THIS IS VOLUME II OF A THREE-VOLUME STUDY DESIGNED TO EXAMINE LOW-WAGE, LOW-SKILLED WORKERS, WITHIN THE CONTEXT OF THEIR WORK ENVIRONMENT, AND TO DEVELOP TECHNIQUES TO MEASURE THE EFFECTS OF SKILL ADVANCEMENT TRAINING UPON THE PARTICIPANTS. VOLUME II IS COMPOSED OF 12 STATISTICAL TABLES SHOWING FACTOR ANALYSIS AND ANALYSIS OF VARIANCE DERIVED FROM DATA ON JOB SEARCH BEHAVIOR AND EMPLOYEE ATTITUDES. VOLUME I, AN OVERVIEW OF TRAINING AND RESEARCH ACTIVITIES AND A MANAGEMENT REPORT ON PROJECT ADMINISTRATION, IS AVAILABLE AS VT 010 818. VOLUME III, CONTAINING THE MODIFIED SUPERVISOR AND EMPLOYEE PRE- AND POST-TEST INTERVIEW SCHEDULE FOR TRAINEE PERFORMANCE RATING, IS AVAILABLE AS VT 010 820. (BC)
ERIC: ED054308

4635 A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING. VOLUME III, PART 1 AND PART 2 APPENDICES B 1-5. 31 AUG 68
DAVIS, EARL E.
SKILL ADVANCEMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 473P.
JOB TRAINING, RECORDS (FORMS), STATISTICAL ANALYSIS, UNSKILLED WORKERS
THIS DOCUMENT IS THE LAST OF A THREE-VOLUME STUDY DESIGNED TO EXAMINE LOW-WAGE, LOW-SKILLED WORKERS, WITHIN THE CONTEXT OF THEIR WORK ENVIRONMENT, AND TO DEVELOP WAYS OF MEASURING THE EFFECTS OF SKILL ADVANCEMENT TRAINING UPON THE PROGRAM PARTICIPANTS. VOLUME III, PARTS I AND II, CONTAINS MODIFIED EMPLOYEE PRE- AND POST-TEST INTERVIEW SCHEDULES AND MODIFIED SUPERVISOR PRE- AND POST-TEST INTERVIEW SCHEDULES TRAINEE PERFORMANCE RATING FORMS. VOLUME I, AN OVERVIEW OF TRAINING AND RESEARCH ACTIVITIES AND A MANAGEMENT REPORT ON PROJECT ADMINISTRATION, IS AVAILABLE AS VT 010 818. VOLUME II, COMPOSED OF 12 STATISTICAL TABLES, WHICH CONTAIN DATA ON JOB SEARCH BEHAVIOR, FACTOR ANALYSIS, AND ANALYSIS OF VARIANCE, IS AVAILABLE AS VT 010 819. (BC)
ERIC: ED054309

4636 A STUDY OF MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS IN NEW YORK STATE. NOV 69
HAMBURGER, MARTIN:LOCASCIO, RALPH
NEW YORK UNIV., N.Y. CENTER FOR FIELD RESEARCH AND SCHOOL SERVICES. NEW YORK STATE EDUCATION DEPT., ALBANY.
NOTES: 195P.
ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, MANPOWER DEVELOPMENT, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, STATE SURVEYS, STUDENT ATTITUDES, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, MULTI CENTER TRAINING PROGRAMS, NEW YORK
A STUDY OF THE PROCESS AND PRODUCT OF MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) PROGRAMS WAS CONDUCTED FROM MAY 1968 TO JUNE 1969. DATA WERE COLLECTED BY SURVEYING THE MULTI-CENTERS, EXTENSIVE STAFF REVIEWS, MAIL FOLLOWUP, A REVIEW OF RELATED LITERATURE, AND CONSULTATIONS. RESULTS OF THE STUDY INCLUDE (1) A SURVEY OF THE FEASIBILITY AND PROBLEMS OF EVALUATING A STATE-WIDE MDTA PROGRAM, (2) A FIELD STUDY OF THE MULTI-CENTERS, THEIR OPERATIONS, PROGRAMS, STAFF AND TRAINEES, (3) AN ANALYSIS OF THE SOURCES OF DATA, THEIR ACCESSIBILITY AND THEIR USEFULNESS, AND (4) RECOMMENDATIONS CONCERNING NEEDS AND PRIORITIES FOR MDTA RESEARCH AND EVALUATION. A MAIL FOLLOWUP STORY OF FORMER TRAINEES WILL BE INCLUDED IN A SEPARATE REPORT. WHILE THIS STUDY IS LIMITED TO ONE PROGRAM IN ONE STATE, IT CONTAINS IMPLICATIONS FOR MDTA RESEARCH METHODOLOGY AND PROGRAMS IN GENERAL. (CH)
ERIC: ED038525

4637 A STUDY OF MANPOWER DEVELOPMENT AND TRAINING PROGRAMS WHICH ARE OPERATING IN CONJUNCTION WITH REHABILITATION OF SUBSTANDARD HOUSING, PHASE I. NOV 68
NELLUM (A.L.), AND ASSOCIATES, WASHINGTON, D.C. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C.:DEPARTMENT OF LABOR, WASHINGTON, D.C.:OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 132P.
MANPOWER DEVELOPMENT, EQUAL OPPORTUNITIES (JOBS), MANPOWER UTILIZATION, MINORITY GROUPS, LOW RENT HOUSING, EMPLOYMENT PROGRAMS, HOUSING INDUSTRY, DISADVANTAGED GROUPS, NEIGHBORHOOD IMPROVEMENT, MANPOWER NEEDS, SKILLED LABOR, BUILDING TRADES, CONSTRUCTION INDUSTRY, URBAN CONSERVATION PROJECT

(CONT.)

4637 THIS EVALUATION OF URBAN CONSERVATION PROJECT SHOWS HOW THE EXPERIENCE OF THIS AND SIMILAR RECENT PROJECTS CAN GUIDE THE NATION TOWARD MEETING ITS NEEDS FOR LOW INCOME HOUSING, SKILLED CONSTRUCTION MANPOWER, AND EQUAL EMPLOYMENT FOR MINORITY GROUP MEMBERS THROUGHOUT THE BUILDING AND CONSTRUCTION INDUSTRY. IN THIS WAY, EMPLOYMENT AND TRAINING OPPORTUNITIES FOR THE DISADVANTAGED CAN BE PROVIDED IN A PROGRAM OF NEIGHBORHOOD IMPROVEMENT. (AUTHOR/BH)
AIM/ARM: VT014384 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 201 722: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4638 STUDY OF MANPOWER REQUIREMENTS BY OCCUPATION FOR ALTERNATIVE TECHNOLOGIES IN THE ENERGY-RELATED INDUSTRIES, UNITED STATES, 1970 TO 1990. VOLUME I AUG 74
GUTMANIS, IVARS:GUILAND, L. STEPHEN:MCBRAYER, RITA A.:MCKENNA, RICHARD
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. FEDERAL ENERGY ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. FEA-C-03-50232-00GRANT NO. NSF-GR-32464
PAPER COPY ALSO AVAILABLE IN SET OF 4 REPORTS AS PB-243 473-SET, PC$28.00.
NOTES: 260P
MANPOWER REQUIREMENTS, FORECASTING, PROJECT INDEPENDENCE, ENERGY MANAGEMENT, NTISEXFEA
THE REPORT PRESENTS THE METHODOLOGY USED BY THE NATIONAL PLANNING ASSOCIATION, UNDER CONTRACT TO THE FEDERAL ENERGY ADMINISTRATION, TO ESTIMATE DIRECT LABOR USAGE COEFFICIENTS IN SOME SIXTY DIFFERENT OCCUPATIONAL CATEGORIES FOR CONSTRUCTION OF ENERGY FACILITIES AND FOR OPERATION AND MAINTENANCE OF SUCH FACILITIES. THIS VOLUME ALSO CONTAINS A DETAILED BREAKOUT AND RECAPITULATION BY OCCUPATION AND ENERGY SECTOR, OF THE COMPUTED TOTAL DIRECT LABOR REQUIREMENTS BASED ON THE NPA COEFFICIENTS AND ACTIVITY LEVELS SPECIFIED IN A TRIAL FEA SCENARIO FOR ENERGY DEVELOPMENT THROUGH 1977, 1980 AND 1985.
NTIS: PB-243 474/4ST NTIS PRICES PC$8.50/MF$2.25

4639 STUDY OF MANPOWER REQUIREMENTS BY OCCUPATION FOR ALTERNATIVE TECHNOLOGIES IN THE ENERGY-RELATED INDUSTRIES, UNITED STATES, 1970 TO 1990. VOLUME II. PART A AUG 74
GUTMANIS, IVARS:GUILAND, L. STEPHEN:MCBRAYER, RITA A.:MCKENNA, RICHARD
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. FEDERAL ENERGY ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. FEA-C-03-50232-00GRANT NO. NSF-GR-32464
PAPER COPY ALSO AVAILABLE IN SET OF 4 REPORTS AS PB-243 473-SET, PC$28.00.
NOTES: 201P
MANPOWER REQUIREMENTS, FORECASTING, PROJECT INDEPENDENCE, ENERGY MANAGEMENT, NTISEXFEA, NTISNSF
VOLUME I PRESENTS DIRECT LABOR USAGE COEFFICIENTS ESTIMATED FROM INDUSTRY SURVEYS BY THE NATIONAL PLANNING ASSOCIATION FOR THE FEDERAL ENERGY ADMINISTRATION, COVERING SOME SIXTY DIFFERENT OCCUPATIONS INVOLVED IN CONSTRUCTION AND OPERATION AND MAINTENANCE OF ENERGY FACILITIES. VOLUME 2, PART A CONTAINS COEFFICIENTS FOR THE FOLLOWING INDUSTRIES PETROLEUM, NATURAL GAS, NUCLEAR ENERGY, AND SYNTHETIC FUELS.
NTIS: PB-243 475/1ST NTIS PRICES PC$7.25/MF$2.25

4640 STUDY OF MANPOWER REQUIREMENTS BY OCCUPATION FOR ALTERNATIVE TECHNOLOGIES IN THE ENERGY-RELATED INDUSTRIES, UNITED STATES, 1970 TO 1990. VOLUME II. PART B AUG 74
GUTMANIS, IVARS:GUILAND, L. STEPHEN:MCBRAYER, RITA A.:MCKENNA, RICHARD
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. FEDERAL ENERGY ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. FEA-C-03-50232-00GRANT NO. NSF-GR-32464
PAPER COPY ALSO AVAILABLE IN SET OF 4 REPORTS AS PB-243 473-SET, PC$28.00.
NOTES: 289P
MANPOWER REQUIREMENTS, FORECASTING, PROJECT INDEPENDENCE, ENERGY MANAGEMENT, NTISEXFEA
VOLUME II PRESENTS DIRECT LABOR USAGE COEFFICIENTS ESTIMATED FROM INDUSTRY SURVEYS BY THE NATIONAL PLANNING ASSOCIATION FOR THE FEDERAL ENERGY ADMINISTRATION, COVERING SOME SIXTY DIFFERENT OCCUPATIONS INVOLVED IN CONSTRUCTION AND OPERATION AND MAINTENANCE OF ENERGY FACILITIES. VOLUME 2, PART B CONTAINS COEFFICIENTS FOR THE FOLLOWING INDUSTRIES SHALE OIL, GEOTHERMAL, CONSTRUCTION, PIPELINES, AND MARINE TRANSPORTATION.
NTIS: PB-243 476/9ST NTIS PRICES PC$8.75/MF$2.25

4641 STUDY OF MANPOWER REQUIREMENTS BY OCCUPATION FOR ALTERNATIVE TECHNOLOGIES IN THE ENERGY-RELATED INDUSTRIES, UNITED STATES, 1970 TO 1990. VOLUME III AUG 74
GUTMANIS, IVARS:GUILAND, L. STEPHEN:MCBRAYER, RITA A.:MCKENNA, RICHARD
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. FEDERAL ENERGY ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. FEA-C-03-50232-00GRANT NO. NSF-GR-32464
PAPER COPY ALSO AVAILABLE IN SET OF 4 REPORTS AS PB-243 473-SET, PC$28.00.
NOTES: 199P
MANPOWER REQUIREMENTS, FORECASTING, PROJECT INDEPENDENCE, ENERGY MANAGEMENT, NTISEXFEA, NTISNSF
VOLUME III PRESENTS A COMPARISON OF DIRECT LABOR USAGE COEFFICIENTS FOR CONSTRUCTION AND OPERATION AND MAINTENANCE OF ENERGY ACTIVITIES ESTIMATED FROM INDUSTRY SURVEYS BY THE NATIONAL PLANNING ASSOCIATION WITH COEFFICIENTS ESTIMATED BY TASK FORCES ESTABLISHED BY THE FEDERAL ENERGY ADMINISTRATION FOR ITS PROJECT INDEPENDENCE REPORT OF NOVEMBER 1974.
NTIS: PB-243 477/7ST NTIS PRICES PC$7.00/MF$2.25

4642 STUDY OF MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT, NOVEMBER 30, 1969. 70
CIVIL SERVICE COMMISSION, WASHINGTON, D.C.
NOTES: 522P.
AGENCIES, COMPARATIVE ANALYSIS, EMPLOYMENT, FEDERAL GOVERNMENT, MANPOWER UTILIZATION, MINORITY GROUPS, STATISTICAL DATA, TABLES (DATA)
THIS REPORT IS INTENDED PRIMARILY FOR USE BY THOSE WHO MANAGE THE FEDERAL CIVILIAN WORK FORCE. IT IS HOPED, HOWEVER, THAT IT WILL PROVE USEFUL TO THOSE WITHOUT MANAGERIAL RESPONSIBILITY WHO ARE CONCERNED WITH THE NATURE OF AND CHANGES IN THE COMPOSITION AND STRUCTURE OF THE FEDERAL WORK FORCE. THE STATISTICAL DATA AND ANALYSES PRESENTED HEREIN ARE DIRECTED AT SUCH QUESTIONS AS (1) WHAT IS THE SIZE AND GEOGRAPHIC DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE (2) WHAT IS THE EXTENT OF MINORITY GROUP REPRESENTATION (3) HOW IS THIS WORK FORCE PAID (4) HOW DOES THE PAY OF ITS MINORITY GROUP EMPLOYEES COMPARE WITH THAT OF ITS NON-MINORITY GROUP EMPLOYEES (5) IS THERE UPWARD MOBILITY AMONG ITS MINORITY GROUPS EMPLOYEES TO ANSWER THESE QUESTIONS, DATA ARE INCLUDED FOR THE FIRST TIME FOR EACH MINORITY GROUP BY DEPARTMENT AND SELECTED AGENCY, AND THE NUMBER OF STANDARD METROPOLITAN STATISTICAL AREAS HAS BEEN EXPANDED FROM 41 IN THE 1967 STUDY TO 75 IN THE PRESENT ONE. DETAILED TABLES SHOWING MINORITY EMPLOYMENT DATA BY GRADE ARE ALSO INCLUDED FOR THE FIRST TIME. (AUTHOR/JS)
ERIC: ED052338 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (CS1.48 SM 70-698, $5.50)

4643 A STUDY OF NEGRO MALE HIGH SCHOOL DROPOUTS WHO ARE NOT REACHED BY FEDERAL WORK-TRAINING PROGRAMS. FINAL REPORT. SEP 70
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 298P.
DROPOUTS, EDUCATIONAL BACKGROUND, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, LOWER CLASS, MALES, NEGROES, OUT OF SCHOOL YOUTH, SOCIOECONOMIC STATUS, SOUTHERN STATES, WORK EXPERIENCE, MARYLAND, MISSOURI
THIS IS A REPORT OF RESEARCH UNDERTAKEN TO INVESTIGATE THOSE CHARACTERISTICS OF NEGRO MALE HIGH SCHOOL DROPOUTS THAT MIGHT INHIBIT THEIR PARTICIPATION IN FEDERAL MANPOWER PROGRAMS. STUDY GROUPS, EACH COMPOSED OF APPROXIMATELY 300 YOUNG MEN BORN BEFORE 1952, AND WHO LEFT SCHOOL IN 1966 AND 1967 BEFORE GRADUATING FROM HIGH SCHOOL, WERE CONSTITUTED IN BALTIMORE AND ST. LOUIS. INTERVIEWS WERE CONDUCTED DURING THE SUMMER OF 1969, WITH 58 PERCENT OF THE SAMPLE INTERVIEWED. AN ADDITIONAL 25 PERCENT WERE DETERMINED TO BE IN MILITARY SERVICE, IN JAIL, DECEASED, OR IN A HOSPITAL, AND COULD NOT BE INTERVIEWED. SEVENTEEN PERCENT OF THE SAMPLE COULD NOT BE LOCATED. FIELD SUPERVISORS WERE DESIGNATED FOR EACH STUDY SITE: AND WITHIN GUIDELINES DEVELOPED BY THE RESEARCH STAFF, THEY WERE GIVEN FULL RESPONSIBILITY FOR HIRING INTERVIEWERS AND ORGANIZING THEIR WORK. ALL THE INTERVIEWERS WERE NEGRO AND MALE, WITH THE BALTIMORE STAFF BEING LARGER AND THE ST. LOUIS STAFF BEING MORE DIVERSIFIED IN TERMS OF OCCUPATIONAL BACKGROUND. (AUTHOR/JM)
ERIC: ED050220

4644 A STUDY OF NORTH CAROLINA 4-H EXTENSION AGENTS PERCEPTION OF DIFFICULTY ENCOUNTERED IN PERFORMING THEIR ROLE IN THE COMMUNITY 4-H CLUB PROGRAM. 66
MOORE, PAULINE E.
NORTH CAROLINA UNIV., RALEIGH. N.C. STATE UNIV.
EDUCATIONAL OPPORTUNITIES, EXTENSION AGENTS, INDIVIDUAL CHARACTERISTICS, INSERVICE EDUCATION, JOB SATISFACTION, JOB TENURE, MASTERS THESES, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, PROGRAM PLANNING, QUESTIONNAIRES, ROLE PERCEPTION, STAFF MEETINGS, TASK PERFORMANCE, UNITS OF STUDY (SUBJECT FIELDS), YOUTH CLUBS, YOUTH LEADERS, FOUR H CLUBS, NORTH CAROLINA
THIS STUDY WAS PART OF A LARGER RESEARCH PROJECT CONCERNED WITH NORTH CAROLINA 4-H EXTENSION AGENTS PERCEPTION OF THEIR ROLE IN THE 4-H PROGRAM. THIS PARTICULAR STUDY DEALT WITH (1) THE DEGREE OF DIFFICULTY AGENTS ENCOUNTERED IN PERFORMANCE OF 37 TASKS APPROPRIATE TO THE 4-H AGENTS ROLE, AND (2) TRAINING OPPORTUNITIES WHICH WOULD HELP THEM IN ACQUIRING COMPETENCE. THREE PHASES OF TASKS WERE DELINEATED--11 IN PLANNING, 16 IN EXECUTION, AND 10 IN EVALUATION. THERE WERE 215 RESPONDENTS TO MAILED QUESTIONNAIRES, COLLECTING INFORMATION ON PERSONAL DATA AND PERCEPTION OF THE AGENT ROLE. IT WAS FOUND THAT A MAJORITY OF THE AGENTS EXPERIENCED SOME DIFFICULTY IN PERFORMANCE OF EACH TASK. THE DIFFICULTIES WERE RELATED TO SUCH FACTORS AS AGE, SUBJECT AREA OF HIGHEST DEGREE EARNED, TENURE AS 4-H AGENT, FREQUENCY OF STAFF MEETINGS, AND DEGREE OF SATISFACTION IN 4-H WORK. THE MAJORITY OF AGENTS FELT THAT INSERVICE TRAINING WAS THE MOST APPROPRIATE KIND OF TRAINING FOR COMPETENCE IN THEIR TASKS. THIS WAS A MASTERS THESIS, AVAILABLE FROM NORTH CAROLINA STATE UNIVERSITY, RALEIGH, 115 PAGES. (PT)
ERIC: ED014669

4645 STUDY OF NURSE EDUCATION NEEDS IN THE SOUTHERN NEW YORK REGION. APR 67
HOSPITAL REVIEW AND PLANNING COUNCIL OF SOUTHERN NEW YORK, INC., N.Y.: NATIONAL LEAGUE FOR NURSING, NEW YORK, N.Y.: PUBLIC HEALTH SERVICE (DHEW), WASHINGTON, D.C. DIV. OF NURSING.
NOTES: 151P.
EDUCATIONAL DEMAND, EDUCATIONAL NEEDS, EDUCATIONAL PLANNING, EDUCATIONAL PROBLEMS, EDUCATIONAL PROGRAMS, EDUCATIONAL SUPPLY, EDUCATIONAL TRENDS, EMPLOYMENT STATISTICS, HEALTH OCCUPATIONS EDUCATION, INDIVIDUAL CHARACTERISTICS, LABOR SUPPLY, MANPOWER NEEDS, NURSES, NURSING, PROGRAM DESCRIPTIONS, QUESTIONNAIRES, SCHOOL SURVEYS, NEW YORK
THE STUDY WAS UNDERTAKEN TO ASSESS THE NEEDS OF AND FACILITIES FOR PROFESSIONAL NURSE

(CONT.)
4645 EDUCATION IN THE 14-COUNTY REGION OF SOUTHERN NEW YORK IN ORDER TO PROVIDE DIRECTION FOR FUTURE PLANNING. THE INFORMATION USED IN THE STUDY WAS A COMPOSITE OF (1) AVAILABLE STATISTICS, (2) DATA COLLECTED FROM 855 STUDY PARTICIPANTS THROUGH INTERVIEWS, GROUP DISCUSSIONS, AND QUESTIONNAIRES, AND (3) DATA OBTAINED BY SURVEYING THE EDUCATIONAL AND RESIDENCE FACILITIES OF 39 OF THE 60 NURSING SCHOOLS IN THE REGION OFFERING INITIAL PROFESSIONAL NURSING EDUCATIONAL PROGRAMS IN 1963-64. IN ALL, 40,500 WERE CURRENTLY EMPLOYED AND AN ADDITIONAL 14,500 WERE ESTIMATED TO BE NEEDED. BY 1975, ANOTHER 4,000 WILL BE REQUIRED IN SPITE OF INCREASES IN GRADUATING CLASSES. FIFTEEN RECOMMENDATIONS INCLUDE THE FOLLOWING (1) EMPLOYER ASSESSMENT OF NURSE UTILIZATION AND WORKING CONDITIONS, (2) GREATER HOSPITAL RESPONSIBILITY FOR SELECTION AND IN-SERVICE TRAINING OF WORKERS EMPLOYED TO ASSIST PROFESSIONAL AND TECHNICAL PERSONNEL, (3) EDUCATIONAL PROGRAMS TO ASSIST OUT-OF-COUNTRY NURSES TO BECOME LICENSED, (4) LEGISLATION PROVIDING ASSISTANCE TO NURSING EDUCATION, AND (5) A CRASH RECRUITMENT PROGRAM. (JK)
ERIC: ED029944

4646 A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES. VOLUME 1 AN ON-LINE EXPERIMENT. PERIOD FEBRUARY 15, 1974-OCTOBER 31, 1975. FINAL REPORT. OCT 75
COHEN, MALCOLM S.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; WAYNE STATE UNIV., DETROIT, MICH. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 136P.; FOR VOLUME 2, SEE CE 005 601
COMPUTERS, COMPUTER STORAGE DEVICES, COST EFFECTIVENESS, DATA BASES, ELECTRONIC DATA PROCESSING, EMPLOYMENT SERVICES, INFORMATION STORAGE, INFORMATION SYSTEMS, JOB APPLICANTS, JOB MARKET, JOB PLACEMENT, OCCUPATIONAL INFORMATION, ON LINE SYSTEMS
THE REPORT DESCRIBES AN EXPERIMENTAL STUDY INVOLVING AN ON-LINE PLACEMENT SYSTEM IN BOULDER, COLORADO WHICH PERMITTED APPLICANTS TO REQUEST INFORMATION FROM A TERMINAL ON ANY JOB STORED IN THE COMPUTER. DATA WERE COLLECTED ON APPLICANTS REFERRED BY THE EMPLOYMENT SERVICE WHETHER OR NOT HIRED, REASON FOR NOT BEING HIRED IF NOT HIRED, APPLICANT CHARACTERISTICS, AND JOB CHARACTERISTICS. A TELEPHONE FOLLOW-UP, MADE APPROXIMATELY 150 DAYS AFTER PLACEMENT, DETERMINED TENURE ON THE JOB, WAGE RATE, HOURS WORKED, REASON FOR TERMINATION, AND DATE OF TERMINATION WHEN APPLICABLE. APPLICANTS WHO WERE REFERRED AS A RESULT OF A COMPUTERIZED JOB SEARCH HAD A BETTER CHANCE OF FINDING JOBS, STAYED ON THE JOB LONGER, AND EARNED MORE MONEY THAN APPLICANTS REFERRED THROUGH SELF-SERVICE MICROFICHE READERS. THERE WAS NOT EVIDENCE, HOWEVER, THAT THE COMPUTER INCREASED THE CHANCES OF PLACEMENT OR DURATION ON JOBS OVER THOSE ACHIEVED BY MANUAL APPLICANT SEARCHES FOR SPECIAL TARGET GROUPS. SPEED OF RETRIEVAL AND CONSEQUENT COST DECREASES FAVOR THE COMPUTER SEARCH PROCEDURE OVER THE MANUAL. WITH BETTER APPLICANT AND JOB DESCRIPTORS, THE SYSTEM COULD LIKELY BE IMPROVED. NEARLY 50 PAGES OF APPENDIXES PROVIDE AN ABRIDGED VERSION OF THE USERS GUIDE, REFERRAL STATUS FILE DESCRIPTORS, AND REGRESSIONS. (AUTHOR/JR)
ERIC: ED116038

4647 A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES. VOLUME 2 A SIMULATION STUDY. PERIOD FEBRUARY 15, 1974-OCTOBER 31, 1975. FINAL REPORT. OCT 75
COHEN, MALCOLM S.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; WAYNE STATE UNIV., DETROIT, MICH. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 32P.; FOR VOLUME 1, SEE CE 005 955
COMPUTERS, COMPUTER STORAGE DEVICES, COST EFFECTIVENESS, DATA BASES, ELECTRONIC DATA PROCESSING, EMPLOYMENT SERVICES, INFORMATION STORAGE, INFORMATION SYSTEMS, JOB APPLICANTS, JOB MARKET, JOB PLACEMENT, MANAGEMENT SYSTEMS, MATHEMATICAL MODELS, OCCUPATIONAL INFORMATION, OFFICE MANAGEMENT, ON LINE SYSTEMS, SIMULATION
THE PURPOSE OF THE RESEARCH DESCRIBED IN THE REPORT IS TWOFOLD. FIRST, IT IS TO ANALYZE THE RELATIVE BENEFITS AND COSTS OF ON-LINE COMPUTERIZED PLACEMENT SYSTEMS. THE TECHNIQUES DEVELOPED FOR SUCH AN ANALYSIS WHICH MIGHT BE USEFUL IN EVALUATING OTHER MANPOWER PROGRAMS ARE PRESENTED. SECOND, IT IS TO PROVIDE A PROTOTYPE MODEL WHICH SHOWS HOW EMPLOYMENT SERVICE PLANNERS AND MANAGERS COULD USE SIMULATION TO BETTER UTILIZE HUMAN AND MACHINE RESOURCES IN THE PLACEMENT ACTIVITY. THE DEMONSTRATION IS ACCOMPLISHED IN TWO STEPS. FIRST, THE LOCAL OFFICE AND THE PLACEMENT PROCESS ARE MODELED, THAT IS, THE UNDERLYING DYNAMICS OF THE SYSTEM ARE DESCRIBED. SECOND, THE MODEL IS USED AS THE BASIS FOR COMPUTER SIMULATION OF PLACEMENT-RELATED EMPLOYMENT SERVICE OFFICE ACTIVITY. RECOMMENDATIONS FOR THE USE OF THE TOOL AND FOR FURTHER DEVELOPMENT ARE ALSO PRESENTED. AN EXAMPLE OF SIMULATION OUTPUT AND A DISCUSSION OF RANDOM NUMBER GENERATION ARE APPENDED. (AUTHOR)
ERIC: ED115779

4648 A STUDY OF OPERATOR AND MECHANIC TRAINING NEEDS IN THE TRANSIT INDUSTRY. VOLUME I, FINDINGS AND CONCLUSIONS. FINAL REPORT. DEC 71
HENDERSON, HAROLD L.;AND OTHERS
INTEXT, SCRANTON, PA. TRANSPORTATION RESEARCH DIV. URBAN MASS TRANSPORTATION ADMINISTRATION (DOT), WASHINGTON, D.C.
NOTES: 395P.; VOLUME II AVAILABLE AS PB-221 360
EMPLOYMENT PROJECTIONS, FIELD INTERVIEWS, INDUSTRIAL TRAINING, JOB TRAINING, MANPOWER NEEDS, SERVICE VEHICLES, SURVEYS, TEACHING MODELS, TRAINING OBJECTIVES, TRAINING TECHNIQUES, TRANSPORTATION, MASS TRANSIT INDUSTRY

(CONT.)

4648 SURVEYS OF 188 TRANSIT PROPERTIES AND ON-SITE VISITS WERE CONDUCTED TO DETERMINE TRAINING NEEDS OF OPERATORS AND MECHANICS IN THE URBAN MASS TRANSPORTATION INDUSTRY. VOLUME I PRESENTS FINDINGS AND CONCLUSIONS OF THE STUDY WITH REFERENCE TO SURVEY METHODOLOGY, SITE VISIT INTERVIEWS AND OBSERVATIONS, QUESTIONNAIRE RESULTS, AND SPECIFIC RECOMMENDATIONS FOR TRAINING DEVELOPMENT. ANALYSES OF PRESENT AND FUTURE MANPOWER REQUIREMENTS AND TECHNOLOGY ADVANCES UNDERSCORE THE NEED FOR AN INDUSTRY-WIDE TRAINING DEVELOPMENT MODEL. THE ON-SITE SURVEYS INCLUDED RELEVANT NON-TRANSIT TRAINING PROGRAMS. A TRANSIT DEVELOPMENT MODEL IS PRESENTED ALONG WITH FUTURE MANPOWER AND TECHNOLOGY TRENDS IN THE INDUSTRY. ORGANIZATION AND OPERATION OF A TRAINING ACADEMY IS ALSO DISCUSSED. (NTIS)
ERIC: ED080901 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 359, MF$1.45 HC$9.00 OR PB-221 358-SET FOR SET OF 2 REPORTS, HC$13.00)

4649 A STUDY OF OPERATOR AND MECHNAIC TRAINING NEEDS IN THE TRANSIT INDUSTRY. VOLUME II, APPENDICES. FINAL REPORT. DEC 71
HENDERSON, HAROLD L.:AND OTHERS
INTEXT, SCRANTON, PA. TRANSPORTATION RESEARCH DIV. URBAN MASS TRANSPORTATION ADMINISTRATION (DOT), WASHINGTON, D.C.
NOTES: 147P.: VOLUME I AVAILABLE AS PB-221 359
EMPLOYMENT PROJECTIONS, FIELD INTERVIEWS, INDUSTRIAL TRAINING, INSTRUCTIONAL MATERIALS, JOB TRAINING, MANPOWER NEEDS, QUESTIONNAIRES, SERVICE VEHICLES, SURVEYS, TRAINING OBJECTIVES, TRAINING TECHNIQUES, TRANSPORTATION, MASS TRANSIT INDUSTRY
SURVEYS OF 188 TRANSIT PROPERTIES AND ON-SITE VISITS WERE CONDUCTED TO DETERMINE THE TRAINING NEEDS OF OPERATORS AND MECHANICS IN THE URBAN MASS TRANSPORTATION INDUSTRY. THE APPENDICES INCLUDE LISTINGS OF RESPONDENTS AND SAMPLE COPIES OF THE SURVEY QUESTIONNAIRES AND VISIT REPORTS. (NTIS)
ERIC: ED080899 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 360, MF $1.45 HC $5.45 OR PB-221 358-SET FOR SET OF 2 REPORTS, HC $13.00)

4650 STUDY OF PARAPROFESSIONALS IN MENTAL HEALTH 1976
ALLEY, SAM:BLANTON, JUDITH
SOCIAL ACTION RESEARCH CENTER, BERKELEY, CALIF.
NOTES: 10P
HEALTH MANPOWER EDUCATION, HRP/PAJ, HRP/ZC, HRP/MCA, HRP/MCAE, HRPGEO/YUS, HRPOCC/XF, REPRINTS, PARAPROFESSIONAL PERSONNEL, ACCEPTABILITY, MENTAL HEALTH CARE, ALLIED HEALTH PERSONNEL, TRAINING PROGRAMS, NTISHRANHP
DATA WERE OBTAINED ON 15 PARAPROFESSIONAL TRAINING PROGRAMS SPONSORED BY THE NATIONAL INSTITUTE OF MENTAL HEALTH TO EVALUATE THE ROLE AND FUNCTIONS OF PARAPROFESSIONALS. AS A RESULT OF THE 15 TRAINING PROGRAMS, 381 PARAPROFESSIONALS WERE PLACED IN MORE THAN 40 DIFFERENT AGENCIES IN 15 STATES. THE PROGRAMS WERE DESIGNED TO ENHANCE THE QUALITY AND QUANTITY OF MENTAL HEALTH SERVICES THROUGH THE INTEGRATION OF PARAPROFESSIONALS INTO CAREER LADDERS WITHIN VARIOUS AGENCIES. MOST OF THE 381 PARAPROFESSIONALS WERE EMPLOYED IN AGENCIES WHOSE MAIN SERVICE EMPHASIS WAS ON MENTAL HEALTH. HOWEVER, A LARGE PROPORTION OF PARAPROFESSIONALS WORKED IN AGENCIES WHO FOCUSED ON EDUCATION AND CORRECTIONS. THE AGENCIES SERVED MINORITY CLIENTS FROM LOWER INCOME LEVELS. REPORTS BY AGENCIES ON THE PROPORTION OF TIME SPENT BY PROFESSIONAL AND NONPROFESSIONAL STAFF IN VARIOUS SERVICE CATEGORIES SHOWED A STRONG COMMUNITY ORIENTATION OF PARAPROFESSIONAL SERVICES. TRAINEES TYPICALLY WORKED AS GENERALISTS WHO CARRIED CLIENTS THROUGH A NUMBER OF STEPS IN THE SERVICE DELIVERY SYSTEM, WHILE PROVIDING THEM WITH CONTINUOUS SUPPORT. TASKS MOST COMMONLY PERFORMED BY PARAPROFESSIONALS INCLUDED CLIENT RECEPTION, CLIENT REFERRAL, LIAISON BETWEEN THE CLIENT AND OTHER AGENCIES, TAKING CASE HISTORIES, ONGOING EVALUATION OF CLIENT PROGRESS, AND COUNSELING. SOME TRAINEES WERE EMPLOYED AT RATHER SOPHISTICATED LEVELS. IT WAS DETERMINED THAT PARAPROFESSIONALS WERE ACCEPTED BY BOTH PROFESSIONALS AND CLIENTS.
NTIS: HRP-0015264/5ST NTIS PRICE NOT AVAILABLE NTIS

4651 A STUDY OF PERCEIVED CAREER BARRIERS TO WOMEN IN GOVERNMENT JAN 76
HAWAII STATE DEPT. OF PERSONNEL SERVICES, HONOLULU.
NOTES: 108P
FEMALES, CAREER DEVELOPMENT, GOVERNMENT EMPLOYEES, HAWAII, EQUAL EMPLOYMENT OPPORTUNITIES, NTISSLLC
THE PURPOSE OF THE STUDY WAS TO PROVIDE A BETTER UNDERSTANDING OF THE SIGNIFICANT PROBLEMS WHICH CURRENTLY AFFECT WOMEN IN SEEKING MANAGEMENT CAREERS IN GOVERNMENT IN HAWAII, AND TO PROVIDE A MEANINGFUL BASIS FOR GOVERNMENT TO PLAN AND IMPLEMENT FUTURE PROGRAMS INTENDED TO PROMOTE EQUAL ADVANCEMENT OPPORTUNITIES FOR ALL EMPLOYEES.
NTIS: PB-267 853/0ST NTIS PRICES PC A06/MF A01

4652 STUDY OF PHYSICIANS ASSISTANTS IN A RURAL SETTING 1976
MILES, DAVID L.:RUSHING, WILLIAM A.
ALABAMA UNIV., UNIVERSITY. DEPT. OF COMMUNITY MEDICINE.*NATIONAL CENTER FOR HEALTH SERVICES RESEARCH, ROCKVILLE, MD.*APPALACHIAN REGIONAL COMMISSION, WASHINGTON, D.C.*ROBERT WOOD JOHNSON FOUNDATION, PRINCETON, N.J.*ALABAMA REGIONAL MEDICAL PROGRAM, BIRMINGHAM.*VANDERBILT UNIV., NASHVILLE, TENN. DEPT. OF SOCIOLOGY.
NOTES: 9P
RURAL HEALTH SERVICES, HRP/NC, HRP/NF, HRP/NBC, HRP/NBAA, HRP/NMKA, HRP/KK, HRP/KE, HRP/KB, HRP/MCA, HRP/ZC, HRPGEO/YAL, HRPGEO/YCN, HRPOCC/X, REPRINTS, PHYSICIANS ASSISTANTS, HEALTH CARE COSTS, MANPOWER UTILIZATION, APPALACHIAN MOUNTAIN REGION(UNITED STATES), NTISHRANHP

(CONT.)

4652 THE USE OF PHYSICIANS ASSISTANTS (PAS) IN THE PRACTICES OF THREE PHYSICIANS SERVING A RURAL, ECONOMICALLY DEPRESSED COUNTY IN SOUTHERN APPALACHIA IS EVALUATED. THE PAS WERE ALL RETIRED MILITARY PARAMEDICAL PERSONNEL WHO HAD GRADUATED FROM THE SAME MEDEX PROGRAM. ALL THREE PAS HAD SERVED THEIR CLINICAL TRAINING PERIODS WITH THE PHYSICIANS WHO EVENTUALLY EMPLOYED THEM. PATIENT ENCOUNTER DATA WERE GATHERED FOR EACH OF THREE PHYSICIAN-PA TEAMS OVER A PERIOD OF 3 YEARS AND FOR EACH PHYSICIANS OFFICE JUST PRIOR TO THE ADDITION OF THE PA. ONGOING HEALTH SURVEYS WERE ALSO CONDUCTED OVER THE 3-YEAR PERIOD IN THE STUDY COUNTY AND IN A DEMOGRAPHICALLY SIMILAR COUNTY THAT SERVED AS A CONTROL. THE FINDINGS SHOW THAT THE USE OF PAS INCREASED UTILIZATION OF MEDICAL CARE (MEASURED AS THE AVERAGE NUMBER OF OFFICE VISITS PER WEEK). THE RATIO OF PREVENTIVE CARE VISITS TO CURATIVE CARE VISITS REMAINED STABLE IN THE OFFICES EMPLOYING PAS. THE HOSPITALIZATION RATE INCREASED CONTINUOUSLY DURING THE 3-YEAR STUDY PERIOD FOR THE PATIENTS OF PHYSICIANS USING PAS. THE PAS FUNCTIONED MORE AS PHYSICIAN SUBSTITUTES THAN AS ASSISTANTS, AS EVIDENCED BY THE FINDING THAT FEW CASES SEEN BY THE PAS WERE ALSO SEEN BY THE PHYSICIANS. ALTHOUGH THE USE OF PAS MAY INCREASE THE RATE OF UTILIZATION OF MEDICAL CARE, THE END RESULT MAY NOT BE A LONG-RANGE REDUCTION IN THE COST OF CARE THROUGH THE PROVISION OF MORE PREVENTIVE OR AMBULATORY (AS OPPOSED TO HOSPITAL) SERVICES. SUPPORTING DATA ARE PROVIDED.

NTIS: HRP-0017212/2ST   NTIS PRICE NOT AVAILABLE NTIS

4653 A STUDY OF PROGRAMS OF ENGLISH FOR ADULT SPEAKERS OF OTHER LANGUAGES IN PUBLIC SCHOOLS IN THE STATE OF MICHIGAN.   73

MATTRAN, KENNETH JOSEPH

NOTES: 216P.; PH.D. DISSERTATION, MICHIGAN STATE UNIVERSITY

ADULT EDUCATION PROGRAMS, ENGLISH (SECOND LANGUAGE), LANGUAGE PROGRAMS, PROGRAM DESIGN, STATE SURVEYS, TEACHER QUALIFICATIONS, TEACHING METHODS

THROUGH A SURVEY CONDUCTED IN MICHIGAN, THIS STUDY ATTEMPTED TO PROVIDE INFORMATION CONCERNING THE ORGANIZATION OF AND CLASSROOM PRACTICES IN ADULT EDUCATION PROGRAMS IN ENGLISH FOR SPEAKERS OF OTHER LANGUAGES. ADMINISTRATORS WERE QUERIED VIA A MAILED QUESTIONNAIRE ABOUT ORGANIZATIONAL ASPECTS OF THEIR PROGRAMS, AND TEACHERS WERE ASKED TO PROVIDE SPECIFIC THEORETICAL AND METHODOLOGICAL INFORMATION VIA A BI-PARTITE INSTRUMENT. RESULTS SHOWED (1) 30 PERCENT OF THE PROGRAMS DID NOT PRACTICE PROFICIENCY GROUPING; (2) IN ALL BUT ONE OF THE PROGRAMS STUDENTS WERE ADMITTED TO CLASSES AT ANY TIME DURING THE SCHOOL YEAR; (3) SPECIFIC TRAINING IN ENGLISH AS A SECOND LANGUAGE WAS NOT REQUIRED OF THE TEACHERS,ALTHOUGH MOST HAD SOME EXPERIENCE IN THIS AREA; (4) ALL TEACHERS PURSUED THIS ACTIVITY ON A PART-TIME BASIS; (5) THE ORAL APPROACH AND THE DIRECT METHOD APPROACH WERE WIDELY EMPLOYED; (6) A SITUATION OF METHODOLOGICAL ECLECTICISM OBTAINED AMONG THE TEACHERS; AND (7) THE PROGRAMS MOST GENERALLY OPERATED UNDER THE TITLES OF ENGLISH FOR THE FOREIGN BORN, SOME UNDER ENGLISH AS A SECOND LANGUAGE, AND OTHERS EMPLOYED A NOMENCLATURE IMPLYING EDUCATIONAL ACTIVITIES FOR NON-NATIVE BORN PEOPLE. (AUTHOR/MOD)

ERIC: ED083612   UNIVERSITY MICROFILMS, A XEROX COMPANY, DISSERTATION COPIES, POST OFFICE BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 73-20,375, MFILM $4.00, XEROGRAPHY $10.00)

4654 A STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE. FINAL REPORT.   1 JAN 77

CORSON, WALTER;AND OTHERS

MATHEMATICA, PRINCETON, N.J. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.

GRANT NO. DOL-20-34-76-12-1

NOTES: 324P.

DEMOGRAPHY, EDUCATIONAL NEEDS, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FINANCIAL SUPPORT, INDIVIDUAL CHARACTERISTICS, INDIVIDUAL NEEDS, LABOR FORCE, MOTIVATION, NATIONAL SURVEYS, NEEDS ASSESSMENT, POLICY FORMATION, QUALIFICATIONS, RESEARCH, STATISTICAL DATA, TABLES (DATA), UNEMPLOYED, UNEMPLOYMENT INSURANCE, FEDERAL SUPPLEMENTAL BENEFITS, SPECIAL UNEMPLOYMENT ASSISTANCE

THIS IS THE FINAL REPORT OF A STUDY OF APPROXIMATELY 12,000 RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS (FSB) AND SPECIAL UNEMPLOYMENT ASSISTANCE (SUA) DURING 1975. (THE STUDY, INVOLVING INTERVIEWS WITH RECIPIENTS IN 15 STATES AND ANALYSIS OF ADMINISTRATIVE RECORDS FROM EACH STATES UNEMPLOYMENT INSURANCE SERVICE, WAS CONDUCTED IN RESPONSE TO THE CONGRESSIONAL MANDATE OF P.L. 94-45 TO EXAMINE THE EMPLOYMENT, ECONOMIC, AND DEMOGRAPHIC CHARACTERISTICS OF FSB AND SUA RECIPIENTS; THE NEEDS OF THE LONG-TERM UNEMPLOYED FOR TRAINING AND EMPLOYMENT SERVICES; THE INCIDENCE OF FSB AND SUA RECIPIENTS ELIGIBILITY FOR AND RECEIPT OF TRANSFER BENEFITS; AND THE VALUE OF THEIR UNEMPLOYMENT COMPENSATION PLUS TRANSFER BENEFITS COMPARED WITH INCOME FROM THEIR MOST RECENT JOB.) FOLLOWING AN EXECUTIVE SUMMARY AND BACKGROUND INFORMATION ON THE STUDY (CHAPTER 1), CHAPTER 2 REPORTS THE EMPLOYMENT, ECONOMIC, AND DEMOGRAPHIC CHARACTERISTICS OF FSB AND SUA RECIPIENTS. CHAPTER 3 ASSESSES THEIR NEEDS FOR TRAINING AND EMPLOYMENT SERVICES, AND CHAPTER 4 EXAMINES THEIR ELIGIBILITY FOR THE RECEIPT OF TRANSFER BENEFITS. AN ANALYSIS OF WAGE-REPLACEMENT RATIOS AND LABOR MARKET DISINCENTIVES IS PRESENTED IN CHAPTER 5, AND CHAPTER 6 USES THE SURVEY DATA TO SIMULATE THE EFFECT OF ALTERNATIVE UNEMPLOYMENT COMPENSATION POLICIES ON INDIVIDUALS DRAWING FSB OR SUA BENEFITS. RESULTS OF POLICY SIMULATIONS ARE PRESENTED IN EIGHT TABLES. (SH)

ERIC: ED139923   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

4655 A STUDY OF REMEDIAL READING PROGRAMS IN THE OMAHA AND MARQUETTE JOB CORPS CENTERS FOR

WOMEN. 69
JONES, BERT; AND OTHERS
BURROUGHS CORP., DETROIT, MICH.; NORTHERN MICHIGAN UNIV., MARQUETTE. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 43P.
ADULT READING PROGRAMS, GROUP NORMS, JOB TRAINING, POVERTY PROGRAMS, PSYCHOMETRICS, READING IMPROVEMENT, READING RESEARCH, READING TESTS, REMEDIAL READING PROGRAMS
THIS JOINT INVESTIGATION INVOLVING THE OMAHA JOB CORPS CENTER FOR WOMEN AND THE MARQUETTE JOB CORPS CENTER FOR WOMEN ASSESSED THE REMEDIAL READING PROGRAMS OF THE TWO CENTERS. A MAJOR OBJECTIVE WAS TO PROVIDE JOB CORPS NORMS FOR THE GATES-MACGINITIE READING TEST, SURVEY E, FORMS 1M AND 2M. EACH CENTER DESIGNATED CONTROL AND EXPERIMENTAL GROUPS. THE EXPERIMENTAL GROUPS 30 SUBJECTS RECEIVED 40 CLASS HOURS OF READING INSTRUCTION. THE CONTROL GROUPS 37 RECEIVED NO FORMALIZED READING INSTRUCTION. THE WILCOXON MATCHED-PAIRS SIGNED-RANKS TEST WAS USED FOR WITHIN GROUPS DATA ANALYSES; THE MANN-WHITNEY U TEST AND THE MOSES TEST OF EXTREME REACTION WERE USED FOR BETWEEN GROUPS ANALYSES. SIGNIFICANT DIFFERENCES WERE FOUND BETWEEN THE EXPERIMENTAL AND THE CONTROL GROUPS AND BETWEEN PRETESTING AND POST-TESTING ON THE COMPREHENSION SUBTEST FOR THOSE SUBJECTS RATED AT A FOURTH GRADE, NINTH MONTH AND BELOW READING LEVEL AT TIME OF ENTRY INTO THE PROGRAM. THIS LED TO THE CONCLUSION THAT THESE REMEDIAL READING PROGRAMS WERE BEST ABLE TO HELP THE LOWER-LEVEL READER. THE CONTROL GROUP IN MARQUETTE SHOWED SIGNIFICANT GAINS ON THE VOCABULARY SUBTEST. A STRONG RELATIONSHIP BETWEEN FORMAL EDUCATION AND READING ACHIEVEMENT WAS NOTED. DATA TABLES AND CHARTS ARE INCLUDED. (AUTHOR/WB)
ERIC: ED033824

4656 A STUDY OF SELECTED FACTORS ASSOCIATED WITH PARTICIPATION IN THE BUREAU OF INDIAN AFFAIRS EMPLOYMENT ASSISTANCE PROGRAM ON A DAKOTA INDIAN RESERVATION IN THE NORTHERN GREAT PLAINS. 70
FAAS, DANIEL GREGORY
NOTES: 152P.; MASTERS THESIS SUBMITTED TO SOUTH DAKOTA STATE UNIVERSITY, BROOKINGS
AMERICAN INDIANS, DEMOGRAPHY, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, LOW INCOME GROUPS, MASTERS THESES, PARTICIPANT CHARACTERISTICS, SOCIOECONOMIC INFLUENCES, UNEMPLOYMENT, VOCATIONAL EDUCATION, BUREAU OF INDIAN AFFAIRS
THE CENTRAL PROBLEM UNDER ANALYSIS IN THIS 1970 THESIS RELATES TO (1) CHARACTERISTICS WHICH TEND TO BE ASSOCIATED WITH PARTICIPANTS IN THE EMPLOYMENT ASSISTANCE PROGRAM SPONSORED BY THE BUREAU OF INDIAN AFFAIRS (BIA) AND (2) WHAT INFLUENCES PARTICIPATION MIGHT HAVE ON CERTAIN SOCIOECONOMIC VARIABLES ATTITUDE TOWARD EARNING A LIVING, ATTITUDE TOWARD THE BIA EMPLOYMENT ASSISTANCE PROGRAM, PERCENTAGE OF TIME EMPLOYED, MONTHLY EARNED GROSS INCOME, AND PRESENT EMPLOYMENT STATUS. FACTORS CONSIDERED WERE AGE, GENDER, BLOOD QUANTUM, EDUCATION, MARITAL STATUS, NUMBER OF DEPENDENTS, AND RELIGIOUS AFFILIATION. DATA WERE COLLECTED FROM 48 PARTICIPANTS IN THE BIA PROGRAM THROUGH INTERVIEW SCHEDULES AND CASE RECORDS FROM THE STANDING ROCK RESERVATION. COMPOSITE DESCRIPTIONS OF 3 TYPES OF PARTICIPANTS WERE OBTAINED THE PARTICIPANT MOST LIKELY TO HAVE CHOSEN ADULT VOCATIONAL TRAINING OR DIRECT EMPLOYMENT SERVICES AND THE PARTICIPANT MOST LIKELY TO HAVE COMPLETED OR FAILED TO COMPLETE PROGRAM SERVICES. IT WAS ALSO DETERMINED THAT A SIGNIFICANT DIFFERENCE EXISTED BETWEEN LENGTH OF SERVICE-PLACEMENT AND SERVICE-TERMINATION OF PARTICIPANTS AND THEIR MONTHLY EARNED GROSS INCOME. LIMITATIONS TO THE STUDY INCLUDED NONRANDOM SELECTION OF RESPONDENTS, SMALL SAMPLE SIZE, AND UNAVAILABILITY OF MANY OF THE 93 POTENTIAL RESPONDENTS. (AN)
ERIC: ED046568 INTER-LIBRARY FROM THE LIBRARY AT SOUTH DAKOTA STATE UNIVERSITY, BROOKINGS

4657 A STUDY OF SELECTED FACTORS ASSOCIATED WITH THE PARTICIPATION IN EMPLOYMENT OF RURAL LOW INCOME ADULTS. APR 73
HARRIS, EVERETT WAYNE
VERMONT STATE DEPT. OF EDUCATION, MONTPELIER. RESEARCH COORDINATING UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION.
NOTES: 389P.; ED. D. DISSERTATION, UNIVERSITY OF ILLINOIS, URBANA
DOCTORAL THESES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT EXPERIENCE, EMPLOYMENT LEVEL, EMPLOYMENT QUALIFICATIONS, JOB TRAINING, LOW INCOME GROUPS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, PILOT PROJECTS, RURAL AREAS, RURAL POPULATION, SOCIAL CHARACTERISTICS, WORK ATTITUDES, VERMONT
THE PRIMARY OBJECTIVE OF THIS STUDY WAS TO DETERMINE WHETHER OR NOT THERE WERE DIFFERENCES IN SELECTED ASPECTS OF WORK COMMITMENT AMONG RURAL LOW INCOME ADULTS WHO WERE EMPLOYED, UNEMPLOYED, OR NOT IN THE LABOR FORCE. SPECIFIC OBJECTIVES OF THIS DOCTORAL THESIS WERE (1) TO DETERMINE THE SOCIAL AND ECONOMIC CHARACTERISTICS OF RURAL LOW INCOME FAMILY UNITS RESIDING IN A COUNTY OF VERMONT; (2) TO DETERMINE WHETHER OR NOT RURAL LOW INCOME ADULTS FROM DIFFERENT LEVELS OF PARTICIPATION IN EMPLOYMENT DIFFER SIGNIFICANTLY IN FAMILY CHARACTERISTICS, PERSONAL CHARACTERISTICS, JOB SEEKING INFORMATION, OCCUPATIONAL PREPARATION AND ASSISTANCE, DESIRED OCCUPATIONAL PREPARATION, EMPLOYMENT HISTORY, AND WORK VALUES; (3) TO DETERMINE WHETHER OR NOT THERE WAS A SIGNIFICANT RELATIONSHIP BETWEEN WORK VALUES OF RURAL LOW INCOME ADULTS AND SELECTED VARIABLES. BEHAVIORAL AND ATTITUDINAL FINDINGS OF THIS STUDY REVEALED RURAL LOW INCOME ADULTS EXPERIENCE NUMEROUS SOCIAL AND ECONOMIC HANDICAPS WITH RESPECT TO PARTICIPATION IN EMPLOYMENT. DESPITE THE PRESENCE OF THESE HANDICAPS, THEY REMAIN COMMITTED TO WORK AS A MEANS OF ATTAINING EXTRINSIC AND INTRINSIC SATISFACTIONS. (AUTHOR/EA)
ERIC: ED086865

4658 A STUDY OF STRUCTURED AND NON-STRUCTURED WORK EXPERIENCE PROGRAMS IN TEXAS. FINAL REPORT. MAR 76
GUTCHER, G. DALE
TEXAS A AND M RESEARCH FOUNDATION, COLLEGE STATION. NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1707
NOTES: 84P.
COMMUNITY COLLEGES, COMPARATIVE ANALYSIS, COOPERATIVE EDUCATION, EDUCATIONAL RESEARCH, PROGRAM EVALUATION, TASK ANALYSIS, TASK PERFORMANCE, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, TEXAS
THIS STUDY SOUGHT TO COMPARE THE RELATIVE VALUES OF THE STRUCTURED AND UNSTRUCTURED APPROACHES TO THE WORK EXPERIENCE PORTION OF COOPERATIVE EDUCATION PROGRAMS WITH THE ADDITIONAL OBJECTIVE OF PREPARING GUIDELINES FOR DEVELOPING THE STRUCTURE OF A WORK EXPERIENCE. A TOTAL OF 32 STUDENTS, 16 EXPERIMENTAL AND 16 CONTROL, FROM FOUR TEXAS COMMUNITY COLLEGES PARTICIPATED IN THE STUDY. FOUR OCCUPATIONS, FOR WHICH THE NATIONAL OCCUPATIONAL COMPETENCY TESTING INSTITUTE (NOCTI) HAD PREPARED EXAMINATIONS, WERE SELECTED. COMPETENCIES WERE IDENTIFIED FOR EACH OCCUPATION AND THE WORK EXPERIENCE WAS STRUCTURED, BASED PRIMARILY ON THE IDENTIFIED COMPETENCIES. ALL STUDENTS WERE ADMINISTERED THE APPROPRIATE NOCTI TEST AS A PRETEST AND ASSIGNED TO TRAINING STATIONS, WHERE CONTROL STUDENTS PARTICIPATED IN A TRADITIONAL UNSTRUCTURED WORK EXPERIENCE AND EXPERIMENTAL STUDENTS PARTICIPATED IN A WORK EXPERIENCE STRUCTURED AROUND THE OCCUPATIONAL COMPETENCIES. AT THE END OF FOUR MONTHS ALL STUDENTS WERE ADMINISTERED THE NOCTI EXAMINATION AS A POSTTEST. THE CONCLUSION SHOWED THAT A MORE STRUCTURED APPROACH IS MORE EFFECTIVE IN TEACHING OCCUPATIONAL COMPETENCIES SINCE STUDENTS RECEIVE OCCUPATIONAL KNOWLEDGE AT A HIGHER, MORE CONSISTENT LEVEL. LISTS OF PRELIMINARY COMPETENCIES ARE APPENDED FOR AIR CONDITIONING AND REFRIGERATION, PRINTING TRADES, DRAFTING, AND AUTO MECHANICS. (AUTHOR/NJ)
ERIC: ED131320

4659 A STUDY OF SUCCESSFUL PERSONS FROM SERIOUSLY DISADVANTAGED BACKGROUNDS. FINAL REPORT. 31 MAR 70
ROSS, HARVEY L.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 139P.
ACHIEVEMENT, ASPIRATION, BEHAVIOR, DISADVANTAGED GROUPS, DISADVANTAGED YOUTH, ENVIRONMENTAL INFLUENCES, FAILURE FACTORS, FAMILY ATTITUDES, FAMILY ENVIRONMENT, GOAL ORIENTATION, IDENTIFICATION (PSYCHOLOGICAL), MEXICAN AMERICANS, NEGRO CULTURE, NEGROES, SELF ACTUALIZATION, SELF CONCEPT, SPANISH CULTURE, SUCCESS FACTORS, VALUES
IN THIS STUDY, THE ATTEMPT IS MADE TO ISOLATE THE FACTORS THAT MAKE INDIVIDUALS FROM DISADVANTAGED BACKGROUNDS BECOME SUCCESSFUL. FROM DATA COLLECTED IN INTERVIEWS, THE STUDY CONCLUDES THAT SUCCESSFUL AND UNSUCCESSFUL SUBJECTS DIFFER IN THEIR MEMORY OF SCHOOL LIFE, SELF-ESTEEM, LOYALTY TO FAMILY, ETC. THE FINDINGS ARE SUMMARIZED SEPARATELY FOR EACH OF FOUR GROUPS MEXICAN-AMERICAN A(SUCCESSFUL), MEXICAN-AMERICAN B(UNSUCCESSFUL), BLACK A(SUCCESSFUL), BLACK B(UNSUCCESSFUL) --UNDER THE FOLLOWING HEADINGS FAMILY BACKGROUND, PEER ASSOCIATIONS, EDUCATION, LEGAL PROBLEMS, WORK EXPERIENCES, CURRENT FAMILY RELATIONSHIPS, GOALS AND VALUES, ASPIRATIONS, AND SELF-IMAGE. SHARP ATTITUDINAL DIFFERENCES WERE FOUND BETWEEN THE GROUPS CONCERNING STREET LIFE, GOALS, AND ASPIRATIONS. (AUTHOR/CB)
ERIC: ED054267

4660 A STUDY OF THE ASPIRATIONS OF MARRIED WOMEN COLLEGE GRADUATES. 10 JAN 67
LYON, RHEE
NOTES: 77P.
ASPIRATION, ATTITUDES, COLLEGE GRADUATES, DEGREES (TITLES), EMPLOYMENT, FEMALES, GRADUATE SURVEYS, INDIVIDUAL CHARACTERISTICS, MARRIAGE, OCCUPATIONAL CHOICE, QUESTIONNAIRES, AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, EVANSTON
THE PURPOSES OF THIS STUDY WERE TO DETERMINE WHAT HAPPENS TO CAREER AMBITIONS AFTER THE COLLEGE GIRL MARRIES, WHETHER INTERESTS AND AMBITIONS CHANGE IN SPECIFIC DIRECTIONS DURING MARRIAGE, AND IN WHAT WAYS MARRIED WOMEN WITH CAREER AMBITIONS DIFFER FROM THOSE WITH NONE. RESPONDENTS TO A FORCED-CHOICE QUESTIONNAIRE WERE 310 MEMBERS OF THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN 25 TO 45 YEARS OF AGE. THEY WERE CLASSIFIED BY ONE OF FIVE CAREER INTEREST CATEGORIES--NEGATIVE WORKERS, POSITIVE WORKERS, CAREER-ORIENTED HOUSEWIVES, SATISFIED HOUSEWIVES, AND AMBIVALENT HOUSEWIVES. THESE CATEGORIES WERE CONSTRUCTED FROM ANSWERS TO QUESTIONS CONCERNING CURRENT WORK STATUS, IMPORTANCE OF CAREER, STATUS SEEN AS MOST SATISFACTORY NOW AND IN 10 YEARS, AND CURRENT DEGREE OF SATISFACTION. SIGNIFICANT RELATIONSHIPS EXISTED BETWEEN CAREER INTERESTS AND TYPE OF COLLEGE ATTENDED, ACADEMIC DISTINCTION AS AN UNDERGRADUATE, CAREER PLANS AS A SENIOR, POSSESSION OF GRADUATE DEGREE, MARITAL STATUS, AGE, AND COMPARISON OF OWN WITH HUSBANDS SELF-FULFILLMENT. BOTH PART-TIME AND FULL-TIME RESUMPTION OF EMPLOYMENT WAS POPULAR AS A DESIRED PROJECTED STATUS BUT NOT IN THE HIGHEST PROFESSIONS. MENTAL HEALTH PROFESSIONS, COLLEGE TEACHING, AND EDUCATIONAL SPECIALTIES WERE POPULAR AS UP-GRADING CHOICES AND ARTS-GLAMOUR-SERVICE AS IDEAL FIELDS. THE FINDINGS INDICATE THAT IT WILL SOON BECOME CONVENTIONAL FOR MIDDLE-CLASS COLLEGE WOMEN TO RETURN TO WORK AFTER 10 TO 15 YEARS OF MARRIAGE. (MS)
AIM/ARM: VT003147

4661 A STUDY OF THE CAUSES OF PHYSICAL AND EMOTIONAL PROBLEMS ENCOUNTERED BY OLDER WOMEN

RETURNING TO SECRETARIAL EMPLOYMENT AFTER A PROLONGED ABSENCE. FINAL REPORT.   JUL 70
LLOYD, GLENNA G.
UTAH RESEARCH COORDINATING UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION, SALT LAKE CITY. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-4-7-063046-1612
NOTES: 95P.
AGE, BUSINESS EDUCATION, EDUCATIONAL NEEDS, EMOTIONAL PROBLEMS, MIDDLE AGED, OFFICE OCCUPATIONS EDUCATION, SECRETARIES, VOCATIONAL ADJUSTMENT, VOCATIONAL RETRAINING, WORKING WOMEN
THE PROBLEM OF THIS STUDY WAS TO IDENTIFY THE CAUSE OF THE PHYSICAL AND EMOTIONAL PROBLEMS ENCOUNTERED BY OLDER WOMEN WHO HAVE RETURNED TO WORK AFTER A PROLONGED ABSENCE. SUCH INFORMATION, IT WAS BELIEVED, WOULD BE VALUABLE TO BUSINESS AND EDUCATIONAL INSTITUTIONS IN RETRAINING OR UPDATING PROSPECTIVE SECRETARIAL EMPLOYEES. DATA FOR THE STUDY WERE GATHERED BY A MAIL QUESTIONNAIRE SENT TO OLDER WOMEN CURRENTLY WORKING FOR 17 BUSINESS FIRMS IN THE SALT LAKE-OGDEN-PROVO MARKET AREA. SEVERAL CONCLUSIONS WERE FORMULATED AS A RESULT OF THE FINDINGS. AMONG THESE CONCLUSIONS WERE THAT (1) FAMILY OBLIGATIONS AND AGE ARE THE CAUSES OF MOST EMOTIONAL ANXIETY FOR OLDER WOMEN RETURNING TO SECRETARIAL EMPLOYMENT, (2) LACK OF PROFICIENCY IN THE TECHNICAL SKILLS IS AN AREA OF MAJOR CONCERN TO OLDER WOMEN, AND (3) A WORKSHOF OR SIMILAR REVIEW COURSE IN THE SECRETARIAL SKILLS IS DESIRABLE TO ENABLE OLDER WOMEN TO RETURN TO WORK IN SECRETARIAL POSITIONS. ONE RECOMMENDATION IS THAT SCHOOLS ON THE POSTSECONDARY LEVEL DEVELOP AND INITIATE PROGRAMS FOR THE RETRAINING OF OLDER WOMEN IN THE SECRETARIAL SKILLS. (AUTHOR)
ERIC: ED049378

4652 A STUDY OF THE CHARACTERISTICS WHICH AFFECT EMPLOYMENT   A CASE STUDY OF THE BUSINESS EDUCATION PROGRAM IN ATLANTA UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT   AUG 67
HILL, MARY FLORENCE
ATLANTA UNIV., GA. GRADUATE SCHOOL OF BUSINESS ADMINISTRATION.
NOTES: MASTERS THESIS   64P
EMPLOYMENT, GEORGIA, INDUSTRIAL TRAINING, EFFECTIVENESS, BUSINESS EDUCATION, ATLANTA(GEORGIA), JOB RETENTION, DISADVANTAGED GROUPS, EVALUATION
THE PURPOSE OF THE STUDY IS TO EXAMINE THE CHARACTERISTICS OF MANPOWER PROGRAM TRAINEES WHICH AFFECT EMPLOYMENT IN GENERAL AND AS ILLUSTRATED BY THE EXPERIENCE OF A SELECTED GROUP OF GRADUATES OF THE BUSINESS EDUCATION TRAINING PROGRAM IN ATLANTA. STUDENTS WERE TRAINED AS CLERK TYPISTS AND CLERK STENOGRAPHERS. AFTER SEVERAL WEEKS OF THE TRAINING PROGRAM WERE COMPLETED, A CLASS FOR GENERAL CLERKS WAS ESTABLISHED TO ACCOMMODATE STUDENTS WHO WERE NOT MAKING SUFFICIENT PROGRESS TO CONTINUE AS CLERK TYPISTS OR AS CLERK STENOGRAPHERS. THE STUDY ATTEMPTS TO SHOW HOW SELECTED CHARACTERISTICS HAVE AFFECTED THE EMPLOYMENT EXPERIENCE OF GRADUATES OF THE BUSINESS EDUCATION PROGRAM IN ATLANTA. (AUTHOR)
NTIS: PB-193 390   CFSTI PRICES HC$3.00 MF$0.65

4653 A STUDY OF THE DEPENDENCY STATUS OF A.F.D.C. MOTHERS USING DAY CARE. FINAL REPORT. APR 74
HELFGOT, JOSEPH;MORRIS, DANIEL
DAY CARE COUNCIL OF NEW YORK, INC., N. Y. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 227P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY OF ORIGINAL DOCUMENT
CHILD WELFARE, DAY CARE PROGRAMS, DAY CARE SERVICES, ECONOMIC FACTORS, EMPLOYEE ATTITUDES, EMPLOYMENT EXPERIENCE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, INTERVIEWS, LOW INCOME GROUPS, NEGROES, PARENT ATTITUDES, SOCIAL ATTITUDES, SPANISH SPEAKING, WELFARE RECIPIENTS, WORKING WOMEN, NEW YORK (NEW YORK)
THIS STUDY ANALYZES THE DAY CARE-RELATED PERCEPTIONS OF A GROUP OF LOW-INCOME WOMEN WHO VOLUNTARILY ENROLLED THEIR CHILDREN IN GROUP DAY CARE IN ORDER TO OBTAIN OR MAINTAIN EMPLOYMENT, AND EXPLORES THE EMPLOYMENT EXPERIENCES OF THESE WOMEN. FACE-TO-FACE UNSTRUCTURED INTERVIEWS WERE CONDUCTED BY TRAINED BLACK OR HISPANIC INTERVIEWERS WITH 157 NEW YORK CITY BLACK, PUERTO RICAN, OR HISPANIC MOTHERS WHO HAD BEEN ON WELFARE WHEN THEY ENROLLED THEIR CHILD IN DAY CARE. RESULTS SHOWED THAT MOTHERS MAINTAINED A STRONG POSITIVE ATTITUDE TOWARDS DAY CARE PROGRAMS, SERVICES, AND PERSONNEL. EDUCATIONAL BENEFITS, SUPERVISORY SERVICES, AND OTHER CHILD-CENTERED FACTORS WERE THE PRIMARY REASONS THAT THE WOMEN PERCEIVED DAY CARE POSITIVELY. THE AVAILABILITY OF GROUP DAY CARE APPEARED TO SUPPORT THEIR INITIAL DECISION TO WORK. MOST WOMEN DECIDED TO GO TO WORK FOR FINANCIAL REASONS, ALTHOUGH THE JOBS THEY SECURED WERE USUALLY LOW STATUS ONES WITH LOW WAGES. SUCCESS IN EMPLOYMENT WAS FOUND TO BE POSITIVELY RELATED TO AMOUNT OF EDUCATION, WORKING EXPERIENCE, AND A FAVORABLE JOB MARKET. FINDINGS ARE DISCUSSED IN LIGHT OF PAST RESEARCH IN THIS AREA, AND RECOMMENDATIONS ARE MADE TO INCREASE THE EFFECTIVENESS OF SOCIAL WELFARE PROGRAMS. (BRT)
ERIC: ED116732

4654 A STUDY OF THE EAST LOS ANGELES YOUTH TRAINING AND EMPLOYMENT PROJECT.   DEC 73
BELTRAMO, MICHAEL N.;AND OTHERS
RAND CORP., SANTA MONICA, CALIF.
NOTES: 41P.
DISADVANTAGED YOUTH, EMPLOYMENT POTENTIAL, MEXICAN AMERICANS, PARTICIPANT CHARACTERISTICS, PROGRAM EFFECTIVENESS, SUCCESS FACTORS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, EAST LOS ANGELES YOUTH TRAINING EMPLOYMENT PROJECT
USING A REGRESSION ANALYSIS TECHNIQUE, THE AUTHORS PRODUCED A PROFILE OF CLIENTS, MANY OF WHOM ARE MEXICAN-AMERICAN, OF THE EAST LOS ANGELES YOUTH TRAINING AND EMPLOYMENT

(CONT.)

4654 PROJECT (YTEP), IN AN ATTEMPT TO CORRELATE YTEP PARTICIPATION WITH PROBABLE LATER SUCCESS. IN ADDITION TO DATA FROM AN EARLIER RAND SURVEY OF 7,659 CLIENTS, YTEP COLLECTED PROGRAM DATA FROM 229 OF 501 SAMPLED. RESULTS WERE CONSIDERED LOW IN PREDICTIVE VALUE BECAUSE OF (1) THE QUESTIONNAIRE METHOD, AND (2) THE SIZE OF THE POPULATION SAMPLE. FINDINGS FROM THE QUESTIONNAIRE RESPONSES ARE TABULATED AND DISCUSSED IN DETAIL. ANALYSIS OF INDEPENDENT VARIABLES (AGE, SEX, EDUCATION, TIME SINCE CLIENT LAST ATTENDED YTEP, AND LENGTH OF STAY IN YTEP) LED TO THE CONCLUSION THAT CLIENTS WHO HAD THE GREATEST AMOUNT OF EDUCATION AND WHO SPENT THE LONGEST TIME IN YTEP HAD THE HIGHEST PROBABILITY OF SUCCESS. IT WAS NOT POSSIBLE TO DETERMINE FROM THE RESULTS WHICH ASPECT OF THE YTEP PROGRAM TO EMPHASIZE. THE REPORT ALSO RECOMMENDED THAT POVERTY PROGRAMS HAVE THEIR OWN DATA COLLECTION SYSTEMS AND EXERCISE QUALITY CONTROL IN THEM. (MCW)

ERIC: ED103717

4655 A STUDY OF THE EFFECTIVENESS OF A MILITARY-TYPE COMPUTER-BASED INSTRUCTIONAL SYSTEM WHEN USED IN CIVILIAN HIGH SCHOOL COURSES IN ELECTRONICS AND AUTOMECHANICS. FINAL REPORT. 1 APR 68

ROZRAN, GILBERT B.

SYSTEMS OPERATION SUPPORT, INC., KING OF PRUSSIA, PA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.

GRANT NO. OEG-1-6-000242-0618

NOTES: 97P.

AUTO MECHANICS, COMPARATIVE ANALYSIS, COMPUTER ASSISTED INSTRUCTION, CONTROL GROUPS, ELECTRONICS, EXPERIMENTAL GROUPS, EXPERIMENTAL PROGRAMS, HIGH SCHOOLS, MATERIAL DEVELOPMENT, PROGRAMED INSTRUCTION, TEACHING METHODS, TRADE AND INDUSTRIAL EDUCATION, SMART TRAINER

THIS PROJECT UTILIZED COMPUTER-BASED INSTRUCTION PROVEN EFFECTIVE IN MILITARY TRAINING PROGRAMS, CUE-RESPONSE PROGRAMING, SNAP PROGRAMED TEXTS, AND PROGRAMED OVERLAYS FOR THE SMART TRAINER (A UNIVERSAL SIMULATION AND REPRESENTATION DEVIDE WHICH CAN BE TAILORED TO A SPECIFIC COURSE MERELY BY CHANGING THE STUDENTS PANEL AND PLAYBOARD PROGRAMING). THE OBJECTIVES WERE TO EXPLORE (1) THE EFFECTIVENESS OF THE MILITARY SYSTEMS AND PATTERN RECOGNITION APPROACH TO ELECTRONICS TRAINING ON HIGH SCHOOL STUDENTS, (2) ITS IMPACT ON STUDENTS WITH LOWER I.Q.S THAN THE MILITARY GROUP SAMPLED, AND (3) ITS EFFECTIVENESS IN OTHER SUBJECTS, IN THIS CASE AUTO MECHANICS. THE SAMPLE CONSISTED OF AN ELECTRONICS EXPERIMENTAL GROUP OF 53 STUDENTS AND CONTROL GROUP OF 36 STUDENTS, AND AN AUTO MECHANICS EXPERIMENTAL GROUP OF 9 STUDENTS AND CONTROL GROUP OF 14 STUDENTS. SIGNIFICANT RESULTS WERE ACHIEVED IN THE ELECTRONICS COURSE FOR STUDENTS WHO USED COMPUTER ASSISTED AND PROGRAM INSTRUCTION. HOWEVER, NO SIGNIFICANT DIFFERENCE WAS FOUND IN THE AUTO MECHANICS STUDENTS. DATA FOR UPPER AND LOWER I.Q. GROUPS IN THE ELECTRONICS EXPERIMENTAL GROUP REVEALED NO SIGNIFICANT DIFFERENCE. APPENDIXES INCLUDE THE FOUR PROJECT QUARTERLY REPORTS, AND RELATED DOCUMENTS ARE AUTO MECHANICS METHODOLOGY. TECHNICAL INSTRUCTION MANUAL (VT 001 950), AND PRACTICAL ELECTRONIOS TECHNICAL INSTRUCTION MANUAL (VT 001 951). (HC)

ERIC: ED023397

4656 A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS (A STUDY OF SELECTED NYC-1 PROJECTS). APR 71

GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 504P.

CULTURALLY DISADVANTAGED, DISADVANTAGED YOUTH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, JOB DEVELOPMENT, JOB PLACEMENT, JOB SKILLS, JOB TRAINING, MANPOWER DEVELOPMENT, OUT OF SCHOOL YOUTH, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, WORK ATTITUDES, NEIGHBORHOOD YOUTH CORPS, NYC

THIS PAPER REPORTS THE RESULTS OF A NEIGHBORHOOD YOUTH CORPS (NYC) PROSPECTIVE STUDY, WHICH ARE BASED ON PROGRAM-SOURCED INFORMATION AND SECOND-ROUND FOLLOWUP INTERVIEWS WITH STUDY SUBJECTS. THE PRIMARY HYPOTHESIS THAT THE NYC PROGRAMS STUDIED HAD HELPED ENROLLEES ACHIEVE SATISFACTORY ADJUSTMENT TO LIFE AND TO THE WORLD OF WORK WAS NOT CONFIRMED, AND AN EARLY CONCLUSION THAT THE NYC SEEMED TO BE MOST EFFECTIVE WITH NEGRO WOMEN WAS NOT SUPPORTED BY LATER DATA. ALTHOUGH THERE WAS NO CLEAR EVIDENCE THAT THE NYC EFFECTIVELY ENHANCED THE EMPLOYABILITY OF THE AVERAGE ENROLLEE, THERE WAS EVIDENCE THAT SOME PROGRAM COMPONENTS WERE HAVING A SIGNIFICANT EFFECT. FORMAL SKILL TRAINING, WORK SITES WITH TRAINING AND EMPLOYMENT OPPORTUNITIES, JOB DEVELOPMENT, AND JOB PLACEMENT ASSISTANCE APPEARED TO BE ASSOCIATED WITH INCREASED POST-NYC EMPLOYMENT. SOME OTHER MAJOR FINDINGS WERE (1) THE NYC IS REACHING SERIOUSLY DISADVANTAGED YOUTH WITH MAJOR EMPLOYABILITY PROBLEMS, (2) ENROLLEES, ON THE WHOLE, GAVE A GOOD REPORT OF THE USEFULNESS OF THE NYC PROGRAM AND THE HELPFULNESS OF WORK SUPERVISORS AND COUNSELORS, AND (3) THE ATTITUDES OF ENROLLEES ARE ASSOCIATED WITH THEIR EMPLOYABILITY. THESE AND OTHER FINDINGS AND IMPLICATIONS ARE PROVIDED IN THIS REPORT. (SB)

ERIC: ED068911

4657 A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS. THE CINCINNATI CLERICAL CO-OP A FORMAL SKILL TRAINING PROGRAM. APR 69

WALTHER, REGIS H.

GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 131P.

DROPOUT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, JOB SKILLS, PROGRAM DESCRIPTIONS,

(CONT.)

4667 SOCIAL CHARACTERISTICS, SUCCESS FACTORS, SUMMATIVE EVALUATION, WORK EXPERIENCE, YOUTH PROGRAMS

THIS IS A REPORT OF THE RESULTS OF THE CINCINNATI CLERICAL CO-OP, A FORMAL SKILL TRAINING PROGRAM DESIGNED TO ENHANCE THE CLERICAL EMPLOYABILITY OF OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS ENROLLEES IN CINCINNATI. THIS PROGRAM ALTERNATES CYCLES OF WORK EXPERIENCE IN FIRMS THAT ARE POTENTIAL EMPLOYERS AND TRAINING IN RELEVANT SKILLS AND BEHAVIORS IN A NEIGHBORHOOD YOUTH CORPS EDUCATIONAL CENTER. THE SAMPLE CONSISTED OF 127 ENROLLEES: DATA INCLUDED ENROLLMENT, PROGRAM EXPERIENCE, AND FOLLOWUP INFORMATION. COMPARED TO A CONTROL GROUP, SIGNIFICANTLY MORE OF THE CO-OP SUBJECTS HAD ACHIEVED A GOOD ADJUSTMENT TO THE WORLD OF WORK. AGE AND SCHOOL GRADE COMPLETED WERE ASSOCIATED WITH SUCCESS. THE EMPLOYMENT EFFECTIVENESS OF THIS PROGRAM SUGGESTS THE VALUE OF OTHER PROGRAMS MODELED ON CO-OP PROCEDURES. (AUTHOR/DM)

ERIC: ED052283

4668 A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL URBAN NEIGHBORHOOD YOUTH CORPS PROGRAMS. PROGRAM IMPLICATIONS. JUN 68

WALTHER, REGIS H.

GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

CONTRACT NO. DOL-41-7-004-9

NOTES: 23P.

DISADVANTAGED YOUTH, ENROLLMENT INFLUENCES, JOB SKILLS, MANPOWER DEVELOPMENT, NEGRO YOUTH, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, REMEDIAL PROGRAMS, URBAN AREAS, WORK EXPERIENCE PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC

RESEARCH RESULTS INDICATE THAT THE NEIGHBORHOOD YOUTH CORPS (NYC) HAS BEEN EFFECTIVE IN REACHING SERIOUSLY DISADVANTAGED YOUTH AND IN IMPROVING THE COMMUNITY AND WORK ADJUSTMENTS OF THESE YOUTHS. AT THE SAME TIME, THESE ACHIEVEMENTS APPEAR TO FALL FAR SHORT OF THE FULL POTENTIAL OF THE NYC PROGRAMS. AMONG THE PROBLEMS OF PROGRAM AND POLICY WHICH NEED SOLUTIONS ARE THE DIFFERENTIAL REACH OF NYC (MORE NEGRO THAN WHITE, AND MORE FEMALE THAN MALE ENROLLEES) AND THE HIGH UNEMPLOYMENT RATE OF EX-ENROLLEES. THE FINDINGS IMPLY THAT ATTENTION MUST BE GIVEN TO THE IDEAL PROGRAM MIX, REMEDIAL EDUCATION, EFFECTIVE USE OF WORK ASSIGNMENTS, LENGTH OF TIME IN NYC, JOB DEVELOPMENT, AND INTERAGENCY COORDINATION. FOR OTHER ASPECTS OF THIS RESEARCH SEE UD 007 967, UD 007 968, AND ED 020 407. (NH)

ERIC: ED028222

4669 A STUDY OF THE EFFECTIVENESS OF THE GRAHAM ASSOCIATES DEMONSTRATION PROJECT ON EDUCATION PROGRAMMING IN MANPOWER TRAINING PROJECTS. FINAL REPORT. MAY 75

WALTHER, REGIS H.;MAGNUSSON, MARGARET L.

GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 64P.

ACADEMIC ACHIEVEMENT, ACHIEVEMENT GAINS, ACHIEVEMENT RATING, DELINQUENTS, DIAGNOSTIC TEACHING, EDUCATIONAL ALTERNATIVES, EDUCATIONAL DIAGNOSIS, EDUCATIONALLY DISADVANTAGED, GRADE 9, HIGH SCHOOL STUDENTS, LOW ACHIEVERS, MATHEMATICS INSTRUCTION, MOTIVATION, PROGRAMED INSTRUCTION, PROGRAM EFFECTIVENESS, READING ACHIEVEMENT, TEACHING PROCEDURES, UNDERACHIEVERS, CALIFORNIA, JOB CORPS PROGRAMMED LEARNING SYSTEM, NEIGHBORHOOD YOUTH CORPS, NEP, NEW EDUCATIONAL PROGRAMS, NYC

THIS RESEARCH STUDY REPORTS ON THE EFFECTIVENESS WITH WHICH THE NEW EDUCATIONAL PROGRAM (NEP), A MODIFICATION AND REFINEMENT OF THE JOB CORPS PROGRAMMED LEARNING SYSTEM, CAN PROVIDE EFFECTIVE LEARNING EXPERIENCES FOR UNDERACHIEVING ADOLESCENTS AND ADULTS IN VARIOUS SETTINGS, INCLUDING TWO JUVENILE DETENTION FACILITIES, A NINTH GRADE CLASS OF UNDERACHIEVERS, AN MDTA SKILLS CENTER, AND TWO OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS (NYC). PROGRAM ACHIEVEMENT IS MEASURED BY ACHIEVEMENT TESTS, QUALITY OF PARTICIPATION, AND OTHER OUTCOMES INDICATIVE OF ACHIEVEMENT. THE RESULTS VARY DEPENDING UPON THE SITE, BUT SOME SIGNIFICANT MEASURE OF SUCCESS IS ACHIEVED IN ALL SITES. ONE THE AVERAGE, STUDENTS GAIN 9 GRADES IN READING AND 7 GRADES IN MATH DURING THEIR FIRST THREE MONTHS. THE BEST RESULTS ARE REPORTED FROM ONE OF THE NYC PROGRAMS IN WHICH THE GAIN IS 1.9 GRADES IN READING AND 2.12 IN MATH AFTER NINE MONTHS PARTICIPATION. ABOUT 45 PERCENT OF THE STUDENTS IN THE NYC PROGRAM EITHER USE NEP CREDITS TO GAIN A HIGH SCHOOL DIPLOMA, OR HAVE PASSED THE GED WHILE ENROLLED IN THIS PROGRAM. THIS PROJECT IS FOUND TO BE AN EFFECTIVE EDUCATIONAL COMPONENT IN A VARIETY OF PROGRAMS CONCERNED WITH ACADEMIC UNDERACHIEVERS. THE CURRICULUM CHANGES MADE BASED ON EXPERIENCE IN THE UNMODIFIED NEP VERSION ARE FOUND TO INCREASE THE NEPS EFFECTIVENESS. (AUTHOR/AM)

ERIC: ED118698

4670 A STUDY OF THE EFFECTS OF ENVIRONMENTAL CHANGE ON HUMAN CAPITAL AMONG SELECTED SKILLED CUBANS. AUG 69

MONCARZ, RAUL

FLORIDA STATE UNIV., TALLAHASSEE. COLL. OF ARTS AND SCIENCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.

NOTES: 172P.

BIBLIOGRAPHIES, CERTIFICATION, CUBANS, MANPOWER UTILIZATION, PROFESSIONAL PERSONNEL, SKILLED WORKERS, SPANISH AMERICANS, STATISTICAL ANALYSIS, TABLES (DATA)

THIS STUDY ANALYZES THE EXTENT OF UTILIZATION OR UNDERUTILIZATION OF THE EDUCATION AND TRAINING BROUGHT BY DIFFERENT GROUPS OF SKILLED CUBANS AND ASCERTAINS TO WHAT EXTENT THEIR COMPETENCIES WERE TRANSFERABLE UNDER CONDITIONS EXISTING IN THE UNITED STATES

(CONT.)
4670 SINCE JANUARY 1, 1959, THROUGH THE SURVEY, THE STATISTICAL ANALYSIS, AND INTERVIEWS WITH CUBANS THROUGHOUT THE UNITED STATES, IT WAS FOUND THAT OCCUPATIONAL ADAPTATION TO THE NEW ENVIRONMENT IS A FUNCTION OF LEGAL STATUS, SELF-EMPLOYMENT, AVAILABILITY AND LENGTH OF RETRAINING PROGRAMS, ATTENDANCE AT SCHOOLS OR UNIVERSITIES, STATE AND LOCAL REQUIREMENTS TO PRACTICE A GIVEN PROFESSION, LICENSE OR HIGHER DEGREE IN THE UNITED STATES, EXTENT OF ABILITY TO CONTINUE IN FORMER PROFESSION, AND THE COMMON PRODUCTIVITY VARIABLES OF AGE AND SEX. (AUTHOR)
ERIC: ED053256 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-186396, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

4671 A STUDY OF THE EFFECTS OF PRE-VOCATIONAL TRAINING AND FAMILY SERVICE COUNSELING ON THE LONG-TERM UNEMPLOYED. MAR 69
PHILADELPHIA MANPOWER UTILIZATION COMMISSION, PA.
NOTES: 257P.; FINAL REPORT
ADULT DROPOUTS, AGE DIFFERENCES, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, INTERVALS, MALES, PERSISTENCE, PREVOCATIONAL EDUCATION, PROGRAMED INSTRUCTION, PSYCHOLOGICAL CHARACTERISTICS, RACE, RESEARCH, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL RETRAINING
THIS STUDY OF PREVOCATIONAL TRAINING AND FAMILY SERVICE COUNSELING IN PHILADELPHIA IS BASED ON THE PREMISE THAT THE LONG TERM UNEMPLOYED MALE NEEDS PREPARATION ON HOW TO BECOME A WORKER BEFORE HE CAN SUCCESSFULLY BE TRAINED FOR, OR ACCEPT AND HANDLE, UNEMPLOYMENT. IT IS ALSO ASSERTED THAT THERE ARE SOCIAL AND PSYCHOLOGICAL FACTORS, CHIEFLY LACK OF COMPETITIVENESS, WHICH ARE OBSTACLES TO SUCCESSFUL INDIVIDUAL TRAINING AND RETRAINING OF MEN UNEMPLOYED SIX MONTHS OR MORE. FINDINGS SHOW THAT WORK ADJUSTMENT TRAINING AND, WHERE INDICATED, FAMILY SERVICE COUNSELING, INCREASE A LONG TERM UNEMPLOYED WORKERS CHANCES OF RECEIVING AND COMPLETING MANPOWER DEVELOPMENT AND TRAINING ACT TRAINING WITHOUT NECESSARILY IMPROVING SUBSEQUENT EXPERIENCES IN OBTAINING A JOB OR IN WAGES RECEIVED ON THE JOB. (AUTHOR/LY)
ERIC: ED032473 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-183-758, MF $0.65, HC $3.00).

4672 A STUDY OF THE EFFECTS ON THE FAMILY DUE TO EMPLOYMENT OF THE WELFARE MOTHER. VOLUME I. FINDINGS AND IMPLICATIONS. JAN 72
FELDMAN, HAROLD;FELDMAN, MARGARET
STATE UNIV. OF NEW YORK, ITHACA. COLL. OF HUMAN ECOLOGY AT CORNELL UNIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 329P.
DAY CARE SERVICES, FAMILY PROBLEMS, FAMILY RELATIONSHIP, MANPOWER UTILIZATION, MOTHERS, SOCIAL WELFARE, UNEMPLOYED, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS, WORK ATTITUDES, WORKING WOMEN
USING DATA FROM PERSONAL INTERVIEWS, PARTICIPANT OBSERVATION IN A RURAL POVERTY AREA, AND INTENSIVE CASE STUDIES, THIS STUDY COMPARED 1,325 WOMEN ACCORDING TO WELFARE, MARITAL, AND EMPLOYMENT STATUS. WORKING MOTHERS IN GENERAL WERE FOUND TO HAVE A MORE EFFECTIVE HOME LIFE AND SELF-CONCEPT, BUT WITH SOME MARITAL PROBLEMS AND CONCERNS ABOUT THEIR RELATIONSHIPS WITH THE CHILDREN AND THE CARE OF THEIR HOMES. THE UNEMPLOYED HAD MORE HOME AND HEALTH PROBLEMS AND ANTICIPATED MORE PROBLEMS IF THEY WERE TO WORK. RECOMMENDATIONS INCLUDED IMPROVED TRAINING AND DAY CARE OPPORTUNITIES. THIS VOLUME I OF THE STUDY SUMMARIZES FINDINGS AND IMPLICATIONS FROM THE DATA. TWO OTHER VOLUMES ARE AVAILABLE AS VT 014 886-014 887. (BH)
ERIC: ED060215

4673 A STUDY OF THE EFFECTS ON THE FAMILY DUE TO EMPLOYMENT OF THE WELFARE MOTHER. VOLUME II. APPENDIX. JAN 72
FELDMAN, HAROLD
STATE UNIV. OF NEW YORK, ITHACA. COLL. OF HUMAN ECOLOGY AT CORNELL UNIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 437P.
DAY CARE SERVICES, FAMILY PROBLEMS, FAMILY RELATIONSHIP, MANPOWER UTILIZATION, MOTHERS, SOCIAL WELFARE, TABLES (DATA), UNEMPLOYED, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS, WORK ATTITUDES, WORKING WOMEN
USING DATA FROM PERSONAL INTERVIEWS, PARTICIPANT OBSERVATION IN A RURAL POVERTY AREA, AND INTENSIVE CASE STUDIES, THIS STUDY COMPARED 1,325 WOMEN ACCORDING TO WELFARE, MARITAL, AND EMPLOYMENT STATUS. THIS APPENDIX CONTAINS THE TABLES OF DATA USED IN THE STUDY. THE OTHER VOLUMES ARE AVAILABLE AS VT 014 885 AND VT 014 887. (BH)
ERIC: ED060216

4674 A STUDY OF THE EFFECTS ON THE FAMILY DUE TO EMPLOYMENT OF THE WELFARE MOTHER. VOLUME III. JAN 72
FELDMAN, HAROLD
STATE UNIV. OF NEW YORK, ITHACA. COLL. OF HUMAN ECOLOGY AT CORNELL UNIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 525P.
DAY CARE SERVICES, FAMILY PROBLEMS, FAMILY RELATIONSHIP, MANPOWER UTILIZATION, MOTHERS, SOCIAL WELFARE, UNEMPLOYED, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS, WORK ATTITUDES, WORKING WOMEN
POSSIBLE PROGRAMS FOR HELPING LOW-INCOME FAMILIES RISE OUT OF POVERTY INCLUDE TRAINING WOMEN TO OBTAIN JOBS. THIS VOLUME III OF THE STUDY TAKES A CLOSE LOOK AT ONE SMALL POVERTY-RIDDEN COMMUNITY IN AN ATTEMPT TO PROVIDE A BETTER UNDERSTANDING OF THE PROBLEMS

(CONT.)
4674 CONFRONTING SUCH FAMILIES. SEVERAL YEARS OF CLOSE ANTHROPOLOGICAL OBSERVATION WENT INTO THIS REPORT. THE APPROACH AND SUCCESS OF WOMENS EMPLOYMENT PROGRAMS WILL DEPEND ON UNDERSTANDING THE PROBLEMS AND POSSIBILITIES. THE OTHER VOLUMES ARE AVAILABLE AS VT 014 985-014 986. (CC)
ERIC: ED060217

4675 A STUDY OF THE FACTORS INFLUENCING THE PARTICIPATION OF WOMEN IN NON-TRADITIONAL OCCUPATIONS IN POSTSECONDARY AREA VOCATIONAL TRAINING SCHOOLS. FINAL REPORT. VOLUME I--NARRATIVE REPORT. NOV 76
KANE, ROSLYN D.:AND OTHERS
RJ ASSOCIATES, INC., ARLINGTON, VA. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
CONTRACT NO. 300-75-0183
NOTES: 189P.: FOR A RELATED DOCUMENT SEE CE 009 261
AGRICULTURAL OCCUPATIONS, AREA VOCATIONAL SCHOOLS, CAREER CHOICE, DECISION MAKING, DEMOGRAPHY, DISTRIBUTIVE EDUCATION, EDUCATIONAL RESEARCH, FEMALES, HEALTH OCCUPATIONS, MOTIVATION, NATIONAL SURVEYS, NONPROFESSIONAL PERSONNEL, OCCUPATIONAL CHOICE, OCCUPATIONAL HOME ECONOMICS, OCCUPATIONS, OFFICE OCCUPATIONS, POST SECONDARY EDUCATION, ROLE CONFLICT, SEX ROLE, SEX STEREOTYPES, SOCIAL INFLUENCES, STUDENT CHARACTERISTICS, TEACHER INFLUENCE, TECHNICAL OCCUPATIONS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION, WOMENS EDUCATION
THIS MAIN VOLUME OF A TWO-VOLUME FINAL REPORT PRESENTS FINDINGS OF A NATIONAL STUDY OF WOMEN STUDENTS IN AREA VOCATIONAL-TECHNICAL SCHOOLS COMPARING AND CONTRASTING NONTRADITIONAL WOMEN (THOSE ENROLLED IN PROGRAMS WHERE NATIONALLY 0(TO 25(OF THE STUDENTS ARE WOMEN) AND TRADITIONAL WOMEN (THOSE ENROLLED IN PROGRAMS IN WHICH NATIONALLY 75(TO 100(ARE WOMEN) TO DETERMINE WHAT FACTORS ARE INFLUENTIAL IN STUDENTS SELECTION OF NONTRADITIONAL OR TRADITIONAL OCCUPATIONAL TRAINING IN NONPROFESSIONAL OCCUPATIONS AND TO ANALYZE THE DATA WITH REGARD TO SEVEN BROAD OCCUPATIONAL AREAS AND SEX STEREOTYPES OF PARTICULAR OCCUPATIONS. CHAPTER HEADINGS ARE (1) INTRODUCTION, (2) EXECUTIVE SUMMARY MAJOR FINDINGS AND IMPLICATIONS, (3) DEMOGRAPHIC CHARACTERISTICS OF STUDENTS, (4) EDUCATIONAL PERSONNEL, (5) PERSONS INFLUENCING DECISION-MAKING, (6) IMPACT OF COUNSELING METHODS AND TECHNIQUES, (7) RELEVANCE OF HIGH SCHOOL PREPARATION, (8) MOTIVATIONAL FACTORS, (9) PROBLEMS AND DIFFICULTIES OF WOMEN IN NON-TRADITIONAL VOCATIONAL TRAINING, (10) EMPLOYMENT OF STUDENTS, (11) ALTERNATIVE OCCUPATIONS CONSIDERED BY WOMEN, AND (12) WOMEN IN MIXED VOCATIONAL TRAINING. THE APPENDIXES CONTAIN METHODOLOGY AND METHODOLOGICAL TABLES, QUESTIONNAIRES, GLOSSARY, AND STATISTICAL SYMBOLS. (SUPPLEMENTARY TABLES ARE IN THE SECOND VOLUME.) (HD)
ERIC: ED132429

4676 A STUDY OF THE FEASIBILITY OF PREDICTING JOB TENURE AMONG EMPLOYMENT SERVICE APPLICANTS THROUGH THE USE OF BIOGRAPHICAL INFORMATION. JUN 71
RICHARDSON, BELLOWS, HENRY AND CO., INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 100P.
BIOGRAPHICAL INVENTORIES, DISADVANTAGED GROUPS, EMPLOYMENT SERVICES, JOB TENURE, NEGROES, OCCUPATIONAL MOBILITY, PERSONNEL DATA, PERSONNEL SELECTION
THIS REPORT PRESENTS THE FINDINGS OF A RESEARCH STUDY WHICH DEMONSTRATED THE FEASIBILITY OF THE UTILIZATION OF BIOGRAPHICAL INFORMATION IN THE PREDICTION OF THREE MONTH AND SIX MONTH EMPLOYMENT TENURE. THE ANALYSIS SAMPLE INCLUDED BLACK DISADVANTAGED MALES (N%477) AND FEMALES (N%225) IN THREE CITIES WHO HAD RECEIVED NO PREVIOUS MANPOWER TRAINING AND/OR COUNSELING SERVICES AND WHO WERE PLACED BY STATE EMPLOYMENT SERVICE OFFICES INTO A VARYING RANGE OF MANUFACTURING AND SERVICE OCCUPATIONS AT VARYING SALARY LEVELS. (NTIS)
ERIC: ED051907 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 200, MF $1.45, HC $3.00)

4677 STUDY OF THE MEANING, EXPERIENCE, AND EFFECTS OF THE NEIGHBORHOOD YOUTH CORPS ON NEGRO YOUTH WHO ARE SEEKING WORK. PART I, WORK ATTITUDES, SELF-IMAGE, AND THE SOCIAL AND PSYCHOLOGICAL BACKGROUND OF WORK-SEEKING NEGRO YOUNG ADULTS IN NEW YORK CITY. JAN67
HERMAN, MELVIN :SADOFSKY, STANLEY
NEW YORK UNIV., N.Y. GRADUATE SCHOOL OF SOCIAL WORK.
NOTES: 242P.
ASPIRATION, COLLEGE STUDENTS, COMPARATIVE ANALYSIS, DISADVANTAGED YOUTH, EMPLOYMENT SERVICES, FAMILY BACKGROUND, FEDERAL PROGRAMS, HIGH SCHOOL STUDENTS, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, MALES, NEGRO YOUTH, OCCUPATIONAL CHOICE, POVERTY PROGRAMS, SELF ESTEEM, SOCIOECONOMIC BACKGROUND, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, WORK ATTITUDES, WORK EXPERIENCE, YOUTH PROBLEMS, NEGRO ATTITUDES EDUCATIONAL ATTITUDES, NEIGHBORHOOD YOUTH CORPS, NEW YORK CITY
INTERVIEWS AND QUESTIONNAIRES FROM 601 JOB SEEKERS AT THE HARYOU-ACT CENTER AND JOHN F. KENNEDY JOIN CENTER BETWEEN NOVEMBER 1965 AND JUNE 1966 FURNISHED DATA FOR THIS STUDY OF WORK-SEEKING NEGRO YOUTHS BETWEEN THE AGES OF 16 AND 21. SIMILAR DATA WERE COLLECTED FROM THREE CONTROL SAMPLES INCLUDING 260 MALE JUNIORS AND SENIORS AT A PREDOMINANTLY WHITE HIGH SCHOOL, 442 MALE FRESHMEN AND SOPHOMORES AT A PREDOMINANTLY WHITE COLLEGE, AND 196 NEGRO MALE COLLEGE FRESHMEN AND SOPHOMORES AT PREDOMINANTLY NEGRO HOWARD UNIVERSITY. THE JOB-SEEKING NEGRO YOUTH FROM THE GHETTO IS WELL AWARE OF THE GAPS IN HIS EDUCATION AND HIS VOCATIONAL TRAINING AND IS SEEKING WAYS TO REMEDY THESE GAPS. HE EVIDENTLY FEELS THAT THE NEW YORK CITY PUBLIC SCHOOL SYSTEM IS NOT A SOURCE OF REMEDY FOR THESE DEFICIENCIES. HE IS MORE LIKELY TO SEE WORK AS A MINIMAL MEANS OF SURVIVING

(CONT.)

4677 THAN AS SOMETHING OF INTRINSIC INTEREST OR VALUE. THE LOW SELF-ESTEEM HE EXHIBITS, ESPECIALLY IN CONTRAST TO WHITE AND NEGRO MIDDLE-CLASS YOUTHS IN THE SAME AGE GROUPS, IMPAIRS HIS ABILITY TO SEEK AND HOLD JOBS, ERODES HIS COMMITMENT TO WORK, DEPRESSES HIS ASPIRATIONS TOWARD A BETTER CONDITION OF LIFE, AND CONTINUALLY PRESSES HIM TOWARD A STATE OF DESPAIR, APATHY, AND SURRENDER. NEVERTHELESS, HE APPEARS VERY LIKELY TO RESPOND TO MEANINGFUL WORK-TRAINING PROGRAMS IF THEY ARE MADE AVAILABLE TO HIM. (ET)

ERIC: ED015312

4678 STUDY OF THE MEANING, EXPERIENCE, AND EFFECTS OF THE NEIGHBORHOOD YOUTH CORPS ON NEGRO YOUTH WHO ARE SEEKING WORK. PART II, A FOLLOW-UP STUDY OF WORK-SEEKING NEGRO YOUNG MEN WHO ARE NOT PLACED IN JOBS BY INTAKE CENTERS. APR67

HERMAN, MELVIN ;ISADOFSKY, STANLEY

NEW YORK UNIV., N.Y. GRADUATE SCHOOL OF SOCIAL WORK.

NOTES: 160P.

DISADVANTAGED YOUTH, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, JOB PLACEMENT, NEGRO YOUTH, POVERTY PROGRAMS, PROGRAM EVALUATION, SELF ESTEEM, UNEMPLOYED, VOCATIONAL EDUCATION, WORK ATTITUDES, WORK EXPERIENCE, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS, NEW YORK CITY

OF THE 601 YOUTHS WHOSE CHARACTERISTICS WERE STUDIED IN PHASE I (VT 004 090), 377 WERE NOT PLACED IN JOBS OR TRAINING WITHIN THREE MONTHS AFTER THEIR INITIAL INTERVIEW AT THE JOB CENTERS. OF THESE, 201 WERE INTERVIEWED DURING PHASE II TO DETERMINE THE TRAITS WHICH DISTINGUISHED THEM FROM OTHERS WHO HAD BEEN PLACED BY THE CENTERS, AND THE FACTORS IN BOTH THE CENTERS AND THE YOUTHS THAT WERE RELATED TO PLACEMENT. SOME OF THE MAJOR FINDINGS WERE (1) THE SAMPLE YOUTHS VIEWED THE PLACEMENT FUNCTION OF THE JOB CENTERS AS FAR MORE IMPORTANT THAN THE TRAINING AND REMEDIAL SERVICES, (2) THEY DID NOT DIFFER IN ANY MAJOR RESPECT FROM THE YOUTHS IN THE PHASE I STUDY, (3) THE CENTERS WERE MORE SUCCESSFUL IN PLACING THE YOUTHS INTERESTED IN TRAINING THAN THOSE WHO JUST WANTED JOBS, (4) THEY ASSIGNED TO JOBS OR TRAINING EITHER THE YOUTHS WHO WERE AROUND WHEN THE JOB ORDER WAS RECEIVED OR ONES WHO WERE AGGRESSIVE AND PERSONABLE FROM THE COUNSELORS VIEWPOINT, RATHER THAN ONES IN THE WAITING LIST FILES, AND (5) THE LACK OF DIFFERENCES BETWEEN THOSE PLACED BY THE CENTERS AND THOSE NOT PLACED, THOSE PLACED IN PRIVATE EMPLOYMENT AND THOSE PLACED IN WORK TRAINING PROGRAMS, AND THOSE WHO DID AND WHO DID NOT FIND FULL-TIME JOBS SUGGESTED THAT NO SUBGROUP OF THE POPULATION STUDIES WAS MORE VOCATIONALLY IMPAIRED THAN ANOTHER, AND NO SUCH IMPAIRMENT WAS THE BASIS ON WHICH DECISIONS WERE MADE BY THE CENTERS. (ET)

ERIC: ED015313

4679 A STUDY OF THE OLDER WOMAN WORKER WHO HAS ATTEMPTED TO ENTER OR RE-ENTER THE WHITE COLLAR LABOR FORCE THROUGH THE ASSISTANCE OF COMMUNITY TRAINING PROGRAMS IN CLERICAL OCCUPATIONS 1969

SCHRAMM, DWAYNE GENE

CALIFORNIA UNIV., LOS ANGELES.

NOTES: DOCTORAL THESIS 165P

FEMALES, EMPLOYMENT, TRAINING, EMPLOYMENT, CLERICAL TRAINING

THE PRIMARY PURPOSE OF THE STUDY WAS TO INVESTIGATE 6 CLERICAL TRAINING PROGRAMS IN WHICH WOMEN 35 YEARS OF AGE AND OVER PARTICIPATED IN FRESNO, CALIFORNIA, TO DETERMINE IF THE PROGRAMS ASSISTED THESE WOMEN IN MAKING AN ENTRY OR RE-ENTRY INTO THE WHITE COLLAR LABOR FORCE. A SECOND PURPOSE OF THE STUDY WAS TO DEVELOP A PROFILE OF THE OLDER WOMAN WHO PARTICIPATED IN THE TRAINING PROGRAMS SO THAT THE RESULTS WOULD PROVIDE DIRECT, DESCRIPTIVE INFORMATION FOR THOSE WHO WERE ENGAGED IN THE EDUCATION, JOB PLACEMENT, AND EMPLOYMENT OF THE OLDER WOMAN. THE FINDINGS INDICATED THE OLDER WOMAN IN THE CLERICAL TRAINING PROGRAMS IN FRESNO, CALIFORNIA, WAS 44 YEARS OF AGE; MARRIED; THE MOTHER OF 2 OR 3 CHILDREN WHOSE MEDIAN AGE WAS 17; AND A HIGH SCHOOL GRADUATE. THE OLDER WOMAN HAD NOT HELD A CLERICAL JOB DURING HER LIFETIME BUT HAD WORKED STEADILY AT SOME KIND OF EMPLOYMENT FOR AT LEAST ONE YEAR. OUT OF THE 58 WOMEN INTERVIEWED, ONLY 27.6 PERCENT OBTAINED CLERICAL JOBS DURING OR AFTER THEIR TRAINING; HOWEVER, THE TRAINING DID MAKE CONTRIBUTIONS TOWARD EVENTUAL EMPLOYABILITY FOR MANY OF THE WOMEN. (AUTHOR)

NTIS: PB-184 050 CFSTI PRICES HC$6.00 MF$0.95

4680 A STUDY OF THE OLDER WOMAN WORKER WHO HAS ATTEMPTED TO ENTER THE WHITE COLLAR LABOR FORCE THROUGH THE ASSISTANCE OF COUNTY TRAINING PROGRAMS IN CLERICAL OCCUPATIONS. 69

SCHRAMM, DWAYNE GENE

CALIFORNIA UNIV., LOS ANGELES.

NOTES: 165P.; PH. D. THESIS

AGE GROUPS, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, FAMILY STATUS, JOB PLACEMENT, MARITAL STATUS, MOTIVATION, OFFICE OCCUPATIONS EDUCATION, PROGRAM EVALUATION, SALARIES, WHITE COLLAR OCCUPATIONS, WORKING WOMEN

THIS STUDY INVESTIGATED SIX CLERICAL TRAINING PROGRAMS IN WHICH WOMEN 35 AND OLDER PARTICIPATED IN FRESNO, CALIFORNIA, TO DETERMINE IF THE PROGRAMS HELPED THESE WOMEN IN MAKING AN ENTRY OR REENTRY INTO THE WHITE COLLAR LABOR FORCE. IT ALSO SOUGHT TO DEVELOP A PROFILE OF WOMEN WHO PARTICIPATED IN THE TRAINING PROGRAMS SO THAT THE RESULTS WOULD PROVIDE DIRECT, DESCRIPTIVE INFORMATION FOR THOSE ENGAGED IN THE EDUCATION, JOB PLACEMENT, AND EMPLOYMENT OF OLDER WOMEN. FINDINGS INDICATED THAT THE TYPICAL PARTICIPANT IN THE FRESNO PROGRAMS WAS 44 YEARS OF AGE; MARRIED; THE MOTHER OF TWO OR THREE CHILDREN WHOSE MEDIAN AGE WAS 17; AND A HIGH SCHOOL GRADUATE; AND HAD NOT HELD A CLERICAL JOB BUT HAD WORKED STEADILY AT SOME KIND OF EMPLOYMENT FOR AT LEAST ONE YEAR. OUT OF THE 59 WOMEN INTERVIEWED, ONLY 27.6% OBTAINED CLERICAL JOBS DURING OR AFTER THEIR

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4690 TRAINING. HOWEVER, TRAINING DID MAKE CONTRIBUTIONS TOWARD EVENTUAL EMPLOYABILITY FOR MANY OF THE WOMEN. (AUTHOR/LY)
ERIC: ED037639 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-198-350, MF $0.65, HC $3.00)

4691 A STUDY OF THE PITTSBURGH PLAN. FINAL REPORT. 76
DAVIS, OTTO A.;AND OTHERS
CARNEGIE-MELLON UNIV., PITTSBURGH, PA. SCHOOL OF URBAN AND PUBLIC AFFAIRS. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-21-42-72-20
NOTES: 253P.
AFFIRMATIVE ACTION, APPRENTICESHIPS, CONSTRUCTION INDUSTRY, COST EFFECTIVENESS, JOB PLACEMENT, JOB TRAINING, LABOR UNIONS, MANPOWER DEVELOPMENT, MINORITY GROUPS, NEGRO EMPLOYMENT, NEGROES, ON THE JOB TRAINING, PROGRAM COSTS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RECRUITMENT, UNSKILLED WORKERS, PENNSYLVANIA (PITTSBURGH)
THE PITTSBURGH PLAN, A VOLUNTARY HOMETOWN PLAN DESIGNED TO PLACE MINORITIES IN LOCAL BUILDING TRADE UNIONS, IS DESCRIBED IN DETAIL FROM THE PERSPECTIVE OF ITS OPERATIONS, ITS EFFECTIVENESS IN CARRYING OUT ITS PURPOSE, AND THE INDIVIDUALS IT SERVES. A BENEFIT-COST ANALYSIS OF THE PITTSBURGH PLAN IS PRESENTED. THE SIGNIFICANCE OF THE RESULTS AND ITS SHORTCOMINGS ARE DISCUSSED AND PARAMETRIC VARIATIONS ON ALL SIGNIFICANT PARAMETERS ARE PERFORMED TO TEST ITS SENSITIVITY. ON THE MACRO OR PROGRAM LEVEL, DESCRIPTIVE ANALYSES ARE PRESENTED AND ALTERNATE PROGRAM STRUCTURES DERIVED. ANALYSES OF THE HISTORICAL COSTS INVOLVED IN ALL PHASES OF THE PITTSBURGH PLAN ARE PERFORMED AND REPORTED FROM DIFFERENT PERSPECTIVES. ON THE MICRO LEVEL, ATTENTION IS FOCUSED ON THE INDIVIDUAL BEING SERVED BY THIS PROGRAM. MULTIVARIATE STATISTICAL TOOLS ARE USED IN ANALYZING SUCH CHARACTERISTICS AS SEEN TO GOVERN OR INDICATE INDIVIDUAL SUCCESS. BASED UPON THE RESULTS OF ANALYSES ON BOTH THE INDIVIDUAL LEVEL AND THE PROGRAM LEVEL, ALTERNATE PROGRAM STRUCTURES AND PROGRAM CONTENT ARE EXPLORED. IN ORDER TO PERMIT EASIER AND MORE EXPLICIT INVESTIGATION OF THE RAMIFICATIONS OF ALTERNATE PROGRAM POLICIES, STRUCTURES, AND CONTENT, TWO SIMPLE LINEAR PROGRAMING MODELS ARE DEVELOPED AND THEIR RANGE OF APPLICABILITY DEMONSTRATED. A WEIGHTED SUM OF BENEFIT-COST RATIOS CRITERION IS USED AS ANOTHER MEANS OF SELECTING ALTERNATE PROGRAM RECRUITMENT AND SELECTION POLICIES. (AUTHOR/WL)
ERIC: ED132436

4692 STUDY OF THE PREDICTION OF MANPOWER CHANGE BEHAVIOR USING REGRESSION METHODS JUN 77
READ, ROBERT R.
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: TECHNICAL REPT. 69P
MANPOWER, FORECASTING, NTISDODXA
IT IS SHOWN THAT THE USE OF REGRESSION METHODS IN THE FORECASTING OF SEPARATIONS (EAOS), ELIGIBLES (TO REENLIST) AND NON-REENLISTMENTS JOINTLY BY LENGTH OF SERVICE AND PAY GRADE ARE COMPETITIVE WITH THE CURRENTLY USED ALPHA METHOD. THE QUESTION OF WHETHER ONE OF THE TWO METHODS OF FORECASTING IS CLEARLY SUPERIOR COULD NOT BE ADDRESSED WITH THE CURRENTLY AVAILABLE DATA. THE REPORT DESCRIBES THE DATA BASE, PRESENTS VARIOUS GENERAL CHARACTERISTICS OF THE DATA, SUMMARIZES THE COMPUTATIONAL RESULTS THAT LEAD TO THE RECOMMENDED CHOICE OF INPUT, AND RECOMMENDS FOLLOW-ON WORK TO CLARIFY THE ISSUES. (AUTHOR)
NTIS: AD-A046 496/6ST NTIS PRICES PC A04/MF A01

4693 A STUDY OF THE PROBLEMS FACING VIETNAM ERA VETERANS ON THEIR READJUSTMENT TO CIVILIAN LIFE. 31 JAN 72
HARRIS (LOUIS) AND ASSOCIATES, INC., NEW YORK, N.Y. VETERANS ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. 274
VETERANS, ADJUSTMENT (TO ENVIRONMENT), MANPOWER UTILIZATION, DRUG ABUSE, EMPLOYMENT PROBLEMS, TRANSFER OF TRAINING, EDUCATIONAL BACKGROUND, PUBLIC OPINION, TABLES (DATA), NATIONAL SURVEYS, EMPLOYMENT SERVICES
THIS STUDY WAS CONDUCTED TO (1) EXAMINE THE EXTENT OF THE PROBLEMS VIETNAM ERA VETERANS FACE IN READJUSTING TO CIVILIAN LIFE AFTER THEIR SEPARATION FROM THE ARMED FORCES, (2) DETERMINE WHETHER THEY DIFFER FROM THOSE EXPERIENCED BY RETURNING SERVICEMEN OF PAST WARS, AND (3) SUGGEST WAYS THAT THE PROCESS MIGHT BE MADE EASIER FOR VETERANS NOT YET SEPARATED. TO SECURE INFORMATION, PERSONAL INTERVIEWS WERE CONDUCTED IN 1,490 HOUSEHOLDS, AMONG 2,003 RECENTLY SEPARATED VETERANS, AND WITH 786 BUSINESS EXECUTIVES, REPRESENTING PROSPECTIVE EMPLOYERS. SOME FINDINGS WERE (1) THE AMERICAN PUBLIC AND EMPLOYERS ARE AWARE OF HOW RETURNING VETERANS SHOULD BE TREATED AND YET ARE GUILTY ABOUT THE WAY EXSERVICEMEN ARE BEING TREATED, (2) THE STATE OF THE ECONOMY AND GREATER COMPETITION IN THE JOB MARKET CONTRIBUTE TO THE DIFFICULTY VETERANS FACE IN FINDING JOBS, AND (3) ASSIMILATION INTO THE LABOR FORCE AFTER SERVICE DOES NOT APPEAR TO BE RELATED TO EDUCATIONAL ATTAINMENT BUT TO RACE AND AMOUNT OF TIME SINCE SEPARATION. THESE AND OTHER RESULTS ARE PROVIDED IN CHAPTERS COVERING (1) THE RECEPTION RECEIVED BY VETERANS FOLLOWING SEPARATION, (2) PROBLEMS FINDING EMPLOYMENT, (3) DRUG USAGE, AND (4) THE ROLE OF THE VETERANS ADMINISTRATION IN FACILITATING READJUSTMENT. (SB)
AIM/ARM: VT019707 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (CATALOG =0Y4.V64/3:V67/2, $2.00)

4684 A STUDY OF THE PROBLEMS, ATTITUDES AND ASPIRATIONS OF RURAL YOUTH. OCT 63
ROPER (ELMO) AND ASSOCIATES, NEW YORK, N.Y. ROCKEFELLER BROTHERS FUND.
NOTES: 195P.
QUESTIONNAIRES, RESEARCH METHODOLOGY, RESEARCH PROJECTS, RURAL YOUTH, SELF CONCEPT, TABLES (DATA), URBAN YOUTH, WORK ATTITUDES
IN ORDER TO DISCOVER THE ATTITUDES, WANTS, AND NEEDS OF RURAL YOUTH AS PERCEIVED BY YOUNG PEOPLE FROM AGES 15-23, A SURVEY WAS DESIGNED BY ELMO ROPER AND ASSOCIATES. THE RURAL POPULATION WAS DEFINED AS PEOPLE WHO LIVE IN TOWNS OF LESS THAN 2500 OR OPEN COUNTRY WHICH FALLS OUTSIDE THE UNKNOWN FRINGE DEFINED BY THE BUREAU OF THE CENSUS. IN ADDITION TO THE RURAL YOUTH SAMPLE, INTERVIEWS WERE ALSO CONDUCTED WITH A SAMPLE GROUP OF URBAN YOUTH SO THAT THE ATTITUDES, NEEDS, AND WANTS OF THE TWO GROUPS COULD BE COMPARED. THE STUDY DEALT WITH A SUBSTANTIAL BODY OF 16, 17, AND 18 YEAR OLDS WHO WERE STILL IN HIGH SCHOOL, AS WELL AS AN ALMOST EQUAL NUMBER OF PEOPLE WHO HAD GRADUATED FROM HIGH SCHOOL AND WERE ACTUALLY EXPERIENCING MANY OF THE LIFE PROBLEMS WHICH THE YOUNGER GROUP WAS ONLY WONDERING ABOUT AND PREPARING FOR. TOTAL INTERVIEWS NUMBERED 2514 AND WERE CONDUCTED BETWEEN JULY 22 AND AUGUST 3, 1963. THE REPLIES OF EACH GROUP TO EACH QUESTION ARE SHOWN, BUT NO FURTHER COMPARISON IS INCLUDED NOR ARE ANY CONCLUSIONS MADE. A RELATED DOCUMENT IS RC 000 156. (CL)
ERIC: ED022568

4685 A STUDY OF THE REGISTERED APPRENTICESHIP PROGRAM IN WISCONSIN. 66
RAJAN, G. SOUNDARA
WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION.
ADVISORY COMMITTEES, APPRENTICESHIPS, DROPOUT RESEARCH, DROPOUTS, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PRACTICES, EVALUATION, GOVERNMENT ROLE, INDUSTRY, LABOR FORCE, LABOR UNIONS, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, SKILLED OCCUPATIONS, STATE LEGISLATION, STATE PROGRAMS, STATISTICAL DATA, STUDENT ATTITUDES, SURVEYS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL SCHOOLS, WISCONSIN
THIS STUDY OF WISCONSINS APPRENTICESHIP PROGRAM IN BUILDING, METAL AND OTHER TRADES DESCRIBES THE ROLES OF UNIONS, EMPLOYERS, ADVISORY COMMITTEES, VOCATIONAL SCHOOLS, AND THE STATE. IT ANALYZES REGISTRATIONS, COMPLETIONS, AND DROPOUTS, AND REPORTS THE OPINION FINDINGS FROM RESPONSES TO QUESTIONNAIRES SENT TO APPRENTICES, DROPOUTS, AND EMPLOYERS. IMPROVED INSTRUCTION, TRAINING AND WAGES WERE FELT NEEDED BY APPRENTICES. WORKING CONDITIONS, LAYOFFS, AND LOW WAGES WERE MAJOR REASONS FOR DROPOUTS. UNFAVORABLE BUSINESS CONDITIONS, HIGH COST OF TRAINING, AND UNION INTERFERENCE HAD HINDERED EMPLOYER PARTICIPATION. THE STUDY RECOMMENDS THAT (1) EVALUATIONS OF THE PROGRAM BE MADE IN TERMS OF PROTECTING MINORS, DEVELOPING BETTER TRAINED WORKERS, EVOKING GREATER EMPLOYER PARTICIPATION, AND REDUCING DROPOUTS, (2) WISCONSINS PROGRAM OBJECTIVES BE RESTATED AS PART OF AN OVERALL NATIONAL MANPOWER AND TRAINING EFFORT, (3) ITS APPRENTICESHIP DIVISION BE ADDITIONALLY CHARGED WITH RESPONSIBILITY FOR INITIATING AND CARRYING OUT PROGRAMS IN COOPERATION WITH OTHER AGENCIES, AND (4) RESEARCH BE CARRIED OUT. PROPOSALS FOR FURTHER RESEARCH ARE MADE. (APPENDIXES INCLUDE 38 TABLES, A SELECTED BIBLIOGRAPHY, AND THREE QUESTIONNAIRES.) THIS THESIS WAS PUBLISHED BY THE CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION, UNIVERSITY OF WISCONSIN, MADISON, WISCONSIN 53706. (RT)
ERIC: ED014020

4686 A STUDY OF THE RELATIONSHIP OF OVERINDEBTEDNESS AND GARNISHMENT TO EMPLOYABILITY AMONG MILWAUKEE WIN FAMILIES. JUN 71
YOUMANS, RITA L.;MILLER, ARLENE
WISCONSIN UNIV., MILWAUKEE. CENTER FOR CONSUMER AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 283P.
CASE STUDIES, CONSUMER ECONOMICS, CREDIT (FINANCE), EMPLOYMENT, EMPLOYMENT PROBLEMS, FINANCIAL PROBLEMS, MONEY MANAGEMENT, PERSONNEL EVALUATION, WELFARE RECIPIENTS, GARNISHMENT, WIN, WORK INCENTIVE PROGRAM
THIS STUDY WAS DESIGNED TO ASCERTAIN IF REMOVAL OF THE THREAT OF GARNISHMENT FOR BACK DEBTS WOULD INCREASE THE EMPLOYABILITY OF WIN ENROLLEES. THE PRE- AND POST-WIN DEBT RECORDS OF 75 ENROLLEES IN MILWAUKEE WIN WERE EXAMINED INTENSIVELY DURING 1969-70. ONE GROUP OF 25 WHO ANTICIPATED GARNISHMENT WERE GIVEN FINANCIAL COUNSELING AND GRANTED LOANS TO CONSOLIDATE BACK DEBTS. THE CHANGES IN DEBT AND THE STABILITY IN EMPLOYMENT OF THIS GROUP OF ENROLLEES WERE COMPARED WITH THOSE OF ANOTHER 25 WHO ANTICIPATED GARNISHMENT AND WERE NOT GIVEN ASSISTANCE AND WITH A THIRD GROUP WHO DID NOT ANTICIPATE GARNISHMENT. REMOVAL OF THE THREAT OF GARNISHMENT DID APPEAR TO INCREASE THE EMPLOYMENT STABILITY OF THE ENROLLEES WHO WERE JUDGED TO BE STABLE EMPLOYEES, WHILE THOSE WHO WERE LESS STABLE DID NOT CHANGE IN JOB STABILITY BY THE REMOVAL OF THE THREAT OF GARNISHMENT. EVIDENCE DERIVED POINTS UP UNIQUE INDIVIDUAL INTER-RELATIONSHIPS BETWEEN EMPLOYMENT AND DEBT AND OTHER FACTORS THAT APPEAR TO AFFECT STABILITY. SIXTY CASE STUDIES ARE INCLUDED. (NTIS)
ERIC: ED091944 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-208 129, MF $1.45, HC $3.00)

4687 A STUDY OF THE RELATIONSHIPS BETWEEN EMPLOYMENT OPPORTUNITIES AND VOCATIONAL EDUCATION PROGRAMS IN COLUMBIA COUNTY, OREGON . JUL 65
APPLEGARTH, BOYD;FISH, LAWRENCE D.
OREGON UNIV., EUGENE. BUREAU OF EDUCATIONAL RESEARCH
NOTES: 155P.
EMPLOYMENT OPPORTUNITIES, VOCATIONAL EDUCATION, HIGH SCHOOLS, PROGRAM EVALUATION,

(CONT.)

4687 OCCUPATIONAL SURVEYS, SURVEYS, HIGH SCHOOL STUDENTS, EDUCATIONAL INTEREST, EMPLOYMENT PROJECTIONS, ECONOMIC FACTORS, LABOR FORCE, ADMINISTRATOR ATTITUDES, VOCATIONAL FOLLOWUP, TEACHER ATTITUDES, SCHOOL LIBRARIES, VOCATIONAL EDUCATION TEACHERS, OCCUPATIONAL GUIDANCE, EDUCATIONAL FACILITIES, COLUMBIA COUNTY, OREGON

THE PURPOSE OF THE STUDY WAS TO EXAMINE THE EXISTING VOCATIONAL EDUCATION PROGRAMS OF THE FIVE HIGH SCHOOLS IN THE COUNTY AND THEIR RELATIONSHIPS TO OCCUPATIONAL OPPORTUNITIES AVAILABLE TO COLUMBIA COUNTY YOUTH. DATA TO DETERMINE EMPLOYMENT DISTRIBUTION AND OCCUPATIONAL NEEDS WERE OBTAINED FROM THE OREGON DEPARTMENT OF EMPLOYMENT FOR ALL MAJOR NONAGRICULTURAL INDUSTRY DIVISIONS, SECOND QUARTER OF 1964, AND A SAMPLING OF EMPLOYERS IN EACH MAJOR INDUSTRIAL DIVISION. THE SAMPLE ACCOUNTED FOR APPROXIMATELY 50 PERCENT OF THE TOTAL EMPLOYMENT IN EACH DIVISION. EMPLOYERS COMPLETED A REPORT FORM PROVIDING PRESENT AND PREVIOUS EMPLOYMENT INFORMATION. EACH SCHOOL PRINCIPAL WAS CONTACTED FOR INFORMATION ABOUT VOCATIONAL PROGRAMS. VOCATIONAL EDUCATION COURSES WERE OFFERED IN AREAS OF TRADE AND INDUSTRIAL EDUCATION, BUSINESS AND OFFICE EDUCATION, HOME ECONOMICS EDUCATION, AND VOCATIONAL AGRICULTURE EDUCATION. THERE WERE NO OFFERINGS IN DISTRIBUTION EDUCATION. THE GREATEST NEED FOR EMPLOYEES IN 2 AND 5 YEARS WOULD BE IN SKILLED, CLERICAL, SALES, AND SERVICE OCCUPATIONS. THE PHILOSOPHIES OF THE FIVE SCHOOL DISTRICTS INDICATED THAT VOCATIONAL EDUCATION HAD A MINOR ROLE IN THE CENTRAL PURPOSE OF THE SCHOOLS. IN GENERAL, VOCATIONAL EDUCATION IN COLUMBIA COUNTY HAD LITTLE RELATIONSHIP TO CURRENT AND PROJECTED EMPLOYMENT NEEDS WITHIN AND AROUND THE COUNTY. RECOMMENDATIONS INCLUDED (1) ESTABLISHING AN AREA VOCATIONAL SCHOOL, (2) UPDATING THE CURRICULUM AND THE VOCATIONAL LIBRARY, (3) EDUCATING FOR JOBS OUTSIDE THE COUNTY, AND (4) ESTABLISHING A VOCATIONAL GUIDANCE PROGRAM AND A PLACEMENT PROGRAM. (SL)

AIM/ARM: VT001382

4688 STUDY OF THE RURAL MANPOWER MOBILITY PLAN (ANNUAL WORKER PLAN) 31 AUG 76

KIRSCHNER ASSOCIATES, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

CONTRACT NO. DL-20-11-76-31

NOTES: FINAL REPT. 102P

FARMS, PERSONNEL MANAGEMENT, MIGRANT WORKERS, MIGRANT EMPLOYMENT, NTISLABPEU

THIS IS THE REPORT OF A STUDY OF 800 MIGRANT FARMWORKERS COVERED UNDER AN ITINERARY KNOWN AS THE ANNUAL WORKER PLAN, DURING 1975. DATA WERE COLLECTED THROUGH PERSONAL INTERVIEWS OF THE SAMPLE TO DETERMINE THE KINDS OF MANPOWER SERVICES MIGRANT AND SEASONAL FARMWORKERS RECEIVED THROUGH THE PUBLIC EMPLOYMENT SERVICE. THE STUDY SOUGHT TO MEASURE THE EXTENT TO WHICH THE ANNUAL WORKER PLAN IS AN EFFECTIVE MANPOWER STRATEGY TO MEET THE NEEDS OF THE FARMWORKERS.

NTIS: PB-258 702/0ST NTIS PRICES PC A06/MF A01

4689 STUDY OF THE RURAL MANPOWER MOBILITY PLAN (ANNUAL WORKER PLAN) - EXECUTIVE SUMMARY 26 AUG 76

KIRSCHNER ASSOCIATES, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

CONTRACT NO. DL-20-11-76-31

NOTES: FINAL REPT. 22P

FARMS, PERSONNEL MANAGEMENT, MIGRANT WORKERS, MIGRANT EMPLOYMENT, NTISLABPEU

IN AUGUST 1974 THE U.S. DEPT OF LABOR WAS ORDERED BY THE COURTS TO TAKE CORRECTIVE ACTION THAT WOULD ENSURE THE DELIVERY OF APPROPRIATE MANPOWER SERVICES TO MIGRANT AND SEASONAL FARMWORKERS ON A NON-DISCRIMINATORY BASIS. A FEASIBILITY STUDY OF PUBLIC EMPLOYMENT SERVICE EXPERIENCE WITH RESPECT TO THE ANNUAL WORKER PLAN WAS CONDUCTED, AND A FURTHER RESEARCH STUDY FOLLOWED. THIS IS A SUMMARY OF THE FINDINGS AND CONCLUSIONS OF THAT RESEARCH EFFORT.

NTIS: PB-258 701/2ST NTIS PRICES PC A02/MF A01

4690 A STUDY OF THE SUCCESS AND WORK EXPECTANCIES OF PUBLIC SERVICE CAREER EMPLOYEES. FINAL REPORT. OCT 72

LACKEY, L. L.; JACOBS, T. O.

HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. CIVIL SERVICE COMMISSION, WASHINGTON, D.C. PERSONNEL MEASUREMENT RESEARCH AND DEVELOPMENT CENTER.

NOTES: 159P.

DISADVANTAGED GROUPS, ENTRY WORKERS, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, MIDDLE CLASS VALUES, PERSONNEL DATA, QUESTIONNAIRES, RESEARCH METHODOLOGY, TABLES (DATA), UNDEREMPLOYED, VALUES, WORK ATTITUDES, PUBLIC SERVICE CAREERS PROGRAM

THE STUDY ATTEMPTED TO MEASURE WORLD-OF-WORK VALUES AND PERCEPTIONS AT ENTRY AND AFTER A PERIOD OF EMPLOYMENT OF ENROLLEES IN PLAN D OF THE PUBLIC SERVICE CAREERS (PSC) PROGRAM, A FEDERAL PROGRAM DESIGNED TO BRING DISADVANTAGED INDIVIDUALS INTO FEDERAL EMPLOYMENT. A PSC ENROLLEE QUESTIONNAIRE, DEVELOPED FROM A LOGICAL TAXONOMY OF WORLD-OF-WORK VALUES BASED ON AN EXTENSIVE REVIEW OF RELATED LITERATURE, WAS ADMINISTERED TWICE, ALONG WITH SUPERVISOR EVALUATIONS, FOR INITIAL TESTING AND AT SIX MONTHS AFTER EMPLOYMENT. THE FIRST SESSION INVOLVED 328 ENROLLEES IN THE ENTRY-LEVEL COMPONENT, 106 INDIVIDUALS IN THE UPGRADE COMPONENT, AND 95 FEDERAL EMPLOYEES HOLDING EQUIVALENT POSITIONS TO THOSE OF PSC ENTRY-LEVEL WORKERS. THE SECOND SESSION INVOLVED 211 PSC ENTRY-LEVEL ENROLLEES AND 137 OF THEIR SUPERVISORS. PROJECT BACKGROUND, METHODOLOGY, DATA ANALYSIS, SUMMARY OF FINDINGS AND RECOMMENDATIONS ARE PRESENTED, WITH 27 TABLES. APPENDED MATERIAL, ENCOMPASSING HALF THE DOCUMENT, PRESENTS THE DATA COLLECTING INSTRUMENTS AND RESPONSES. CONCLUSIONS STATE THAT PSC ENROLLEE PERCEPTIONS OF WORLD-OF-WORK VALUES WERE CONGRUENT WITH THE MIDDLE-CLASS VALUE SYSTEM, THESE VALUES WERE MAINTAINED THROUGH JOB EXPERIENCE, AND THE PSC EMPLOYEE IS GENERALLY UNDEREMPLOYED IN THE ENTRY JOB AND MIGHT CONTINUE TO

(CONT.)

4690 BE AFTER ONE PROMOTION. (LH)
ERIC: ED117353

4691 A STUDY OF THE TRAINING OF TOOL AND DIE MAKERS. SEP 69
HOROWITZ, MORRIS A.;HERRNSTADT, IRWIN L.
NORTHEASTERN UNIV., BOSTON, MASS. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 470P.
EDUCATIONAL PROGRAMS, JOB TRAINING, PROGRAM EFFECTIVENESS, QUESTIONNAIRES, STATISTICAL ANALYSIS, SURVEYS, TABLES (DATA), TEACHING TECHNIQUES, TOOL AND DIE MAKERS, TRAINING

TO DEVELOP AND TEST A METHODOLOGY WHICH WOULD HELP DETERMINE THE COMBINATION OF EDUCATION, TRAINING, AND EXPERIENCE THAT IS MOST LIKELY TO YIELD HIGHLY QUALIFIED WORKERS IN SPECIFIC OCCUPATIONS, THE TOOL AND DIE MAKER TRADE WAS SELECTED FOR EXAMINATION IN THE BOSTON METROPOLITAN AREA. TOOL AND DIE MAKING WAS CHOSEN BECAUSE IT IS A CLEARLY DELINEATED OCCUPATION IN SHORT SUPPLY AND BECAUSE OF ITS CRITICAL IMPORTANCE TO MANUFACTURERS OF MACHINERY AND OTHER FABRICATED METAL PRODUCTS. A TOTAL OF 433 TOOL AND DIE MAKERS WERE INTERVIEWED IN 53 RANDOMLY SELECTED METALWORKING AND FABRICATING ESTABLISHMENTS. THE INTERVIEWS REVEALED THAT THERE WERE SIX BASIC TRAINING PATHS, AND THE TWO MOST COMMON WERE ON-THE-JOB TRAINING AND VOCATIONAL HIGH SCHOOLS. NO IMPORTANT DIFFERENCES WERE FOUND IN THE COMPETENCY OF THE TOOL AND DIE MAKERS PRODUCED BY THE VARIOUS TRAINING METHODS, BUT THE TYPE OF PERSON ATTRACTED TO A PROGRAM SEEMED TO ACCOUNT FOR COMPETENCY. A SUBSTANTIAL MINORITY WERE SCHOOL DROPOUTS WHO BECAME ACCOMPLISHED TOOL AND DIE MAKERS THROUGH ONE OF THE SIX TRAINING PATHS. (BC)

ERIC: ED052257 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-197553, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

4692 STUDY OF THE TRENDS AND DEVELOPMENTS IN LOCAL LABOR MARKETS RELEVANT TO THE HIGH SCHOOL STUDENT. SEP 69
MESTRE, ELOY
CATSKILL AREA SCHOOL STUDY COUNCIL, ONEONTA, N.Y. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF PLANS AND SUPPLEMENTARY CENTERS.
NOTES: 39P.
COMPARATIVE ANALYSIS, ECONOMIC RESEARCH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, INCOME, LABOR MARKET, LABOR SUPPLY, MANPOWER NEEDS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL SURVEYS, RURAL AREAS, RURAL URBAN DIFFERENCES, VOCATIONAL COUNSELING, NEW YORK

THE RISING NEEDS OF SCHOOL TEACHERS AND OTHER SCHOOL-RELATED PERSONNEL IN ACQUAINTING THE YOUTH OF THEIR REGION WITH LABOR MARKET CONDITIONS AND OPERATIONS AND IN ASSISTING THEM IN PLANNING THEIR WORK CAREERS WERE CONSIDERED IN THE DESIGN OF THIS ANALYSIS. THE PURPOSE OF THIS REPORT IS TO PROVIDE AN ECONOMIC ANALYSIS OF THE LABOR MARKET CONDITIONS PREVAILING DURING MOST OF THE 1960S IN THE AREA SERVED BY PROJECT PROBE (A PROJECT FOR THE ADVANCEMENT OF CREATIVITY IN EDUCATION FUNDED UNDER TITLE III OF THE ELEMENTARY AND SECONDARY EDUCATION ACT) IN THE CATSKILL REGION OF THE STATE OF NEW YORK, SPECIFICALLY CHENAGO, DELAWARE, AND OTSEGO COUNTIES. COMPARATIVE ANALYSIS UTILIZING AN INDUSTRIAL AREA OF THE STATE, THE STATE OF NEW YORK, AND NATIONAL FIGURES, EXAMINES THE MAJOR TRENDS IN EMPLOYMENT AND JOB GROWTH, EMPLOYMENT EARNINGS, AND MAJOR LABOR MARKET DEVELOPMENT. INCLUDED IS A BRIEF DISCUSSION OF WHAT MAY BE REQUIRED OF THE STUDY REGIONS POPULATION TO FULLY PARTICIPATE IN THE BENEFITS OF A GROWING ECONOMY WHICH IS MARKET ORIENTED. (DK)

ERIC: ED034605

4693 STUDY OF THE VERMONT MANPOWER EXPERIMENTAL AND DEMONSTRATION PROGRAM. FINAL REPORT. 10 OCT 73
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY.
NOTES: 319P.
DEMONSTRATION PROJECTS, EMPLOYMENT EXPERIENCE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, JOB PLACEMENT, JOB SATISFACTION, JOB SKILLS, LABOR FORCE NONPARTICIPANTS, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, UNEMPLOYED, WELFARE RECIPIENTS, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, VERMONT

THE PURPOSE OF THIS EXPERIMENTAL AND DEMONSTRATION PROJECT WAS TO PROVIDE WORK EXPERIENCE TO UNEMPLOYED, LOW-INCOME CLIENTS TO IMPROVE THEIR EMPLOYABILITY SO THEY CAN BE MOVED INTO PERMANENT, UNSUBSIDIZED EMPLOYMENT. CHANGES OF ATTITUDES AND MOTIVATIONS AS A RESULT OF PROJECT EXPERIENCE WERE STUDIED. STUDY FINDINGS INDICATED THAT THE POST-PROJECT GROUP DIFFERED ONLY SLIGHTLY FROM THE PRE-PROJECT GROUP ON ATTITUDE AND MOTIVATION TOWARD THE WORLD OF WORK, WITH THE POST-PROJECT GROUP DISPLAYING A SOMEWHAT MORE INTENSE PSYCHOLOGICAL ORIENTATION TOWARD WORK. ANALYSIS WAS MADE OF THOSE COMPLETING THE PROJECT AND THOSE WHO TERMINATED. COMPLETERS HAD FAR FEWER CHARACTERISTICS ASSOCIATED WITH HARD-CORE UNEMPLOYED, HAD BETTER MENTAL ORIENTATION AND ATTITUDES, HAD GREATER SATISFACTION WITH THEIR JOBS, THEIR WORK SITE SUPERVISOR, AND WITH THE EMPLOYMENT SERVICE STAFF, AND WERE JUDGED AS HAVING MADE GREATER IMPROVEMENT IN SKILLS. BOTH COMPLETERS AND TERMINATORS WERE DISSATISFIED WITH THE QUALITY, LACK OF SKILL IMPROVEMENT, AND CAREER OPPORTUNITY OF WORK EXPERIENCE SLOTS. STAFF PERCEPTIONS OF THE PROJECT WERE POSITIVE AND WEAKNESSES MENTIONED WERE READILY CORRECTABLE. (SC)

ERIC: ED083471

4694 A STUDY OF THE VOCATIONAL AGRICULTURE ADULT EDUCATION PROGRAM AS CONDUCTED BY THE TEXAS EDUCATION AGENCY ADULT EDUCATION SPECIALISTS. 62
HOLT, ORIS M.
ADULT EDUCATION PROGRAMS, ADULT FARMER EDUCATION, DOCTORAL THESES, PARTICIPANT SATISFACTION, PROGRAM CONTENT, PROGRAM LENGTH, PROGRAM PLANNING, SCHEDULING, TEACHING QUALITY, VOCATIONAL AGRICULTURE, VOCATIONAL AGRICULTURE TEACHERS, YOUNG FARMER EDUCATION, TEXAS EDUCATION AGENCY
TEACHERS OF VOCATIONAL AGRICULTURE IN LOCAL SCHOOL DISTRICTS WHO HAD SPONSORED SHORT COURSES HELD BY TEXAS EDUCATION AGENCY ADULT EDUCATION SPECIALISTS WERE SURVEYED TO DETERMINE THE EFFECTS THESE COURSES HAD ON THE ADULT AND YOUNG FARMER PROGRAMS. CHARACTERISTICS OF PROGRAMS BEFORE AND AFTER THE SHORT COURSES, THE EXTENT TO WHICH SHORT COURSES INFLUENCED TEACHERS TO CONDUCT SUCH PROGRAMS, HOW THEY WERE USED, HOW THEY HELPED VOCATIONAL AGRICULTURE TEACHERS AND YOUNG FARMERS, AND THE TYPE OF FARM INSTRUCTION DESIRED WERE STUDIED. DATA INDICATED THAT PROGRAMS CONDUCTED PRIOR TO SPONSORING SHORT COURSES MET MORE FREQUENTLY AS PROBLEMS AROSE THAN AT REGULAR INTERVALS THROUGHOUT THE YEAR. SHORT COURSES INFLUENCED PROGRAM PLANNING AND RESULTED IN MORE INTENSIFIED TRAINING, IMPROVED TEACHING, AND RECOGNITION OF THE TEACHER AS AN AGRICULTURAL LEADER IN THE COMMUNITY. THE ADULT AND YOUNG FARMER RESPONDENTS INDICATED THAT SHORT COURSES WERE VALUABLE AND THAT THE SUBJECTS TAUGHT MET THEIR NEEDS. RESPONDENTS PREFERRED THE SHORT, INTENSIVE TYPE OF PROGRAM. ALL VOCATIONAL AGRICULTURAL TEACHERS WHO WERE NOT CONDUCTING ORGANIZED EDUCATIONAL PROGRAMS PRIOR TO SPONSORING SHORT COURSES HAD INITIATED SUCH PROGRAMS OR PLANNED TO DO SO. THIS DOCUMENT IS AVAILABLE FROM UNIVERSITY MICROFILMS, ANN ARBOR, MICH., ORDER NO. 63-1090. MICROFILM $3.00. XEROGRAPHY $10.60. 232 PAGES. (AUTHOR/AJ)
ERIC: ED015369

4695 A STUDY OF TWO-YEAR COLLEGE WOMEN IN CENTRAL NEW YORK STATE CHARACTERISTICS, CAREER DETERMINANTS AND PERCEPTIONS. FEB 75
MOORE, KATHRYN M.;VERES, HELEN C.
STATE UNIV. OF NEW YORK, ITHACA. CORNELL INST. FOR RESEARCH AND DEVELOPMENT IN OCCUPATIONAL EDUCATION. NEW YORK STATE EDUCATION DEPT., ALBANY. BUREAU OF TWO-YEAR COLL. PROGRAMS.
NOTES: 93P.
ACADEMIC ASPIRATION, CAREER CHOICE, COUNSELING SERVICES, EDUCATIONAL OBJECTIVES, FEMALES, FINANCIAL SUPPORT, JUNIOR COLLEGES, OCCUPATIONAL ASPIRATION, PARENTAL BACKGROUND, PERSONAL INTERESTS, PRIVATE COLLEGES, ROLE PERCEPTION, SOCIOECONOMIC STATUS, STUDENT CHARACTERISTICS, TECHNICAL INSTITUTES, MARRIAGE PLANS, NEW YORK
A TOTAL OF 1,341 MALE AND FEMALE STUDENTS ENROLLED AT A PRIVATE WOMENS COLLEGE, A MODERATELY-SIZED COMPREHENSIVE COLLEGE, AN AGRICULTURAL-TECHNICAL COLLEGE, AND A SMALL COMPREHENSIVE COLLEGE WERE SURVEYED TO DETERMINE DEMOGRAPHIC AND DESCRIPTIVE DATA, CAREER CHOICES, PLANS FOR LABOR FORCE PARTICIPATION, AND PERCEPTIONS OF COUNSELING SERVICES. TWICE AS MANY WOMEN AS MEN WERE SAMPLED. ANALYSIS OF THE DATA REVEALED THAT THESE WOMEN WERE MORE LIKE FOUR-YEAR COLLEGE WOMEN THAN NEW STUDENTS AT TWO-YEAR COLLEGES. THE MAJORITY OF WOMEN STUDIED WERE 18 OR 19 YEARS OLD, SINGLE, AND WHITE. NEARLY HALF OF BOTH THEIR MOTHERS AND FATHERS HAD COMPLETED SOME COLLEGE. WHILE ATTENDING COLLEGE THE WOMEN DEPENDED ON THEIR PARENTS FOR FINANCIAL SUPPORT AND DID NOT WORK. THEIR MOST COMMON MAJORS WERE LIBERAL ARTS, HEALTH SCIENCES, OR SECRETARIAL SCIENCE. UNLIKE FOUR-YEAR COLLEGE WOMEN, HOWEVER, THEIR OCCUPATIONAL CHOICES RESEMBLED THOSE OF THEIR FATHERS MORE THAN THEIR MOTHERS AND THEY ANTICIPATED CONTINUOUS COMMITMENT TO WORK. THEY SELECTED THEIR CAREERS FOR SPECIAL INTEREST, OPPORTUNITY TO WORK WITH PEOPLE, AND ABILITY TO BE CREATIVE. TRUE ROLE INNOVATIVENESS WAS EXPRESSED BY ONLY ONE-FIFTH OF THE WOMEN SAMPLED. PERTINENT LITERATURE IS REVIEWED, DATA IS PRESENTED, AND RECOMMENDATIONS FOR IMPROVED COUNSELING SERVICES ARE MADE. THE QUESTIONNAIRE AND THE INTERVIEW FORMAT ARE APPENDED. (AUTHOR/DC)
ERIC: ED103969

4696 A STUDY OF VOCATIONAL-TECHNICAL EDUCATION IN THE CHURCHILL COUNTY, NEVADA, SCHOOL DISTRICT. APR 68
LOVELESS, E. E.;TRAVIS, DON
NEVADA OCCUPATIONAL RESEARCH COORDINATING UNIT, RENO. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-4-6-062723-2214
NOTES: 159P.
DROPOUTS, EDUCATIONAL NEEDS, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, HIGH SCHOOL GRADUATES, HIGH SCHOOL STUDENTS, PARENT ATTITUDES, PROGRAM ATTITUDES, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, QUESTIONNAIRES, SCHOOL DISTRICTS, SCHOOL SURVEYS, STUDENT ATTITUDES, SURVEYS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, VOCATIONAL INTERESTS, CHURCHILL COUNTY, NEVADA
A DESCRIPTIVE STUDY OF VOCATIONAL-TECHNICAL EDUCATION WAS CONDUCTED TO DETERMINE (1) OFFERINGS PRESENTLY AVAILABLE, (2) HOW THE PROGRAM IS ADMINISTERED AND CONDUCTED, (3) THE OBJECTIVES OF PRESENT OFFERINGS, (4) WHICH STUDENTS BENEFIT FROM A MORE COMPLETE PROGRAM, AND (5) THE EMPLOYMENT OPPORTUNITIES OPEN TO GRADUATES. TABLES PRESENT FEDERAL AND STATE REIMBURSEMENTS FOR 1960-61 TO 1967-68, AND A SUMMARY CHART SHOWS PROGRAM OBJECTIVES, OFFERINGS, FACILITIES, AND STUDENT ENROLLMENTS. CAREER INTEREST FORMS WERE ADMINISTERED TO 916 STUDENTS IN GRADES 7 THROUGH 12. FINDINGS WERE (1) A MAJORITY OF CAREER CHOICES WERE MADE IN GRADES 7, 8, AND 9, (2) STUDENTS RESPECTED HELP AND GUIDANCE OF PARENTS AND WOULD BENEFIT FROM ADDITIONAL VOCATIONAL GUIDANCE SERVICES, (3) MANY STUDENTS ENVISIONED AN IMMEDIATE ENTRY INTO WORK AND INTO HIGHER EDUCATION, AND (4) ONE-THIRD OF THE STUDENTS WOULD ATTEND A LOCAL VOCATIONAL-TECHNICAL SCHOOL IF OFFERED

(CONT.)

4696 THE OPPORTUNITY. THE SCHOOL DROPOUT RATE WAS DETERMINED TO BE 2.7 PERCENT WITH ABOUT 15 PERCENT BEING STUDENTS OF ABOVE AVERAGE ABILITY. IT WAS RECOMMENDED THAT (1) OCCUPATIONAL ADVISORY COMMITTEES BE UTILIZED, (2) THE VOCATIONAL GUIDANCE PROGRAM BE GIVEN INCREASED EMPHASIS, (3) THE WORK EXPERIENCE PROGRAM BE EXPANDED, (4) IN-DEPTH FOLLOWUP OF GRADUATES AND DROPOUTS BE INITIATED, AND (5) ADDITIONAL EFFORT BE MADE IN THE ADULT EDUCATION AND POST-HIGH SCHOOL AREAS. (DM)
ERIC: ED023934

4697 A STUDY OF WORK HISTORIES OF MARRIED NURSES. 67
WILLIS, LUCY DOROTHEA
CALIFORNIA UNIV., BERKELEY.
NOTES: 253P.; ED. D. THESIS.
AGE DIFFERENCES, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EDUCATIONAL NEEDS, EMPLOYMENT PATTERNS, FAMILY STATUS, FEMALES, INVESTIGATIONS, JOB SATISFACTION, LABOR FORCE NONPARTICIPANTS, MARITAL STATUS, MOTIVATION, NURSES, RURAL AREAS, SOCIOECONOMIC BACKGROUND, URBAN AREAS, WORKING WOMEN, CANADA
THIS STUDY DEALT WITH MARRIED WOMEN AS PAST, PRESENT, AND FUTURE MEMBERS OF THE NURSING FORCE. RESPONDENTS WERE 53 MARRIED WOMEN, AGED 22 TO 68, IN THE MOOSE JAW, SASKATCHEWAN, HEALTH REGION WHO HAD BEEN REGISTERED NURSES. DATA WERE GATHERED ON PERSONAL, FAMILY, AND WORK HISTORY, MOTIVES FOR ENTERING THE NURSING PROFESSION, AND SATISFACTIONS AND DISSATISFACTIONS EXPERIENCED IN NURSING PRACTICE. THESE WERE AMONG THE FINDINGS (1) YOUNG WOMEN TENDED TO WORK AFTER MARRIAGE UNTIL AND SOMETIMES AFTER THE FIRST CHILD, AND TENDED TO RETURN AFTER ALL THE CHILDREN WERE IN SCHOOL OR SOMETIMES A LITTLE LATER IN THE FAMILY CYCLE; (2) FULL-TIME WORKERS HAD THE LONGEST, MOST STABLE WORK HISTORIES AND WERE MOST LIKELY TO BE WORKING FOR FINANCIAL REASONS; (3) URBAN WOMEN WERE MORE LIKELY THAN RURAL WOMEN TO BE WORKING, BUT THE LATTER WERE MORE AWARE OF AND MORE RESPONSIVE TO COMMUNITY NEEDS FOR NURSING SERVICE; (4) WOMEN RETURNING TO NURSING GENERALLY SPOKE OF INADEQUATE FACILITIES AND OPPORTUNITIES FOR UPDATING THEIR SKILLS AND KNOWLEDGE. (AUTHOR/LY)
ERIC: ED033317 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 69-5692, MF $3.00, XEROGRAPHY $11.50)

4698 A STUDY ON THE DEVELOPMENT OF A NON-STANDARD WORK DAY OR WORK WEEK FOR WOMAN. 26 FEB 74
PRYWES, RUTH W.
BRYN MAWR COLL., PA. GRADUATE SCHOOL OF SOCIAL WORK AND SOCIAL RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 395P.
ECONOMIC RESEARCH, EMPLOYER ATTITUDES, EMPLOYMENT PATTERNS, GEOGRAPHIC LOCATION, HEADS OF HOUSEHOLDS, LABOR LEGISLATION, LABOR UNIONS, LITERATURE REVIEWS, MANPOWER UTILIZATION, PART TIME JOBS, SOCIAL FACTORS, UNSKILLED WORKERS, WORKING HOURS, WORKING WOMEN, INDUSTRY SIZE
THIS SURVEY REPORT CONTAINS FINDINGS ON PART-TIME WORK ARRANGEMENTS CURRENTLY BEING OFFERED BY GREATER PHILADELPHIA STANDARD METROPOLITAN STATISTICAL AREA (SMSA) EMPLOYERS TO MINIMALLY-SKILLED WOMEN WORKERS. EMPLOYER WILLINGNESS TO EXTEND NONSTANDARD WORK ARRANGEMENTS AND TO ESTABLISH THE NORM OF STEADY EMPLOYMENT IN THEIR ESTABLISHMENTS IS REPORTED. EMPLOYER OPINIONS CONCERNING BUSINESS CONSIDERATIONS INVOLVED IN PART-TIME HIRING ARE REPORTED. ATTITUDES OF SOME SMSA UNION OFFICIALS ARE ALSO PRESENTED. SMSA EMPLOYER ATTITUDES CONCERNING THE SOCIAL DESIRABILITY OF THE EMPLOYMENT OF WOMEN WHO ARE HEADS-OF-HOUSEHOLDS IS DISCUSSED AS WELL AS THE SOCIAL PROVISIONS CURRENTLY BEING OFFERED TO FACILITATE EMPLOYMENT. NEW LEGISLATION REQUIRED TO PLACE PART-TIME WORKERS ON A BETTER FOOTING ECONOMICALLY IS IDENTIFIED. OBSTACLES PRESENTED BY CIVIL SERVICE ARE REPORTED ON. A REVIEW OF THE LITERATURE ON PART-TIME EMPLOYMENT IS INCLUDED. (AUTHOR)
ERIC: ED090372 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

4699 A STUDY TO DETERMINE RELATIONSHIPS BETWEEN VOCATIONAL EDUCATION CURRICULAR EVOLUTION AND SOME ASPECTS OF OCCUPATIONAL EVOLUTION. JAN 67
BRENHOLTZ, GERALD SEVERN
NOTES: 130P.; ED.D. DISSERTATION, TEXAS UNIVERSITY
AGRICULTURAL EDUCATION, CURRICULUM DEVELOPMENT, DATA ANALYSIS, DISTRIBUTIVE EDUCATION, DOCTORAL THESES, EDUCATIONAL NEEDS, ENROLLMENT TRENDS, INDUSTRIAL EDUCATION, OCCUPATIONAL HOME ECONOMICS, OCCUPATIONAL INFORMATION, RELEVANCE (EDUCATION), VOCATIONAL EDUCATION
THIS STUDY WAS CONCERNED WITH OCCUPATIONAL TRENDS IN RELATION TO THE GROWTH OF VOCATIONAL EDUCATION ENDEAVORS TO DEFINE THE NATURE OF THE PROBLEM, ASSESS TRENDS, AND EXAMINE MAJOR IMPLICATIONS. THE STUDY CONSISTS PRIMARILY OF AN ANALYSIS OF OCCUPATIONAL DATA AND VOCATIONAL ENROLLMENT TRENDS BETWEEN 1950-51 AND 1959-60. IN ADDITION, SUPPLEMENTARY DATA WERE ANALYZED TO DELINEATE THE DECENNIAL GROWTH PATTERN FOR THE PERIOD 1920-21 THROUGH 1960-61 TO DETECT LONG-TERM TRENDS. THE FINDINGS WERE LISTED UNDER THE AREAS OF AGRICULTURE, DISTRIBUTIVE EDUCATION, VOCATIONAL HOMEMAKING AND INDUSTRIAL EDUCATION. SPECIFIC CONCLUSIONS INCLUDE (1) VOCATIONAL AGRICULTURE HAS HIGH ENROLLMENT DESPITE A SERIOUS DECREASE IN AGRICULTURAL EMPLOYMENT, (2) DISTRIBUTIVE EDUCATION SHOULD HAVE ADDITIONAL EMPHASIS PLACED ON SECONDARY AND ADULT PROGRAMS, (3) VOCATIONAL HOMEMAKING HAS LITTLE RELATIONSHIP TO VOCATIONAL EDUCATION, AND (4) INDUSTRIAL EDUCATION DEALS WITH A LARGE SEGMENT OF THE OCCUPATIONAL PROGRAM AND SHOULD BE AUGMENTED IN SIZE AND SCOPE. (AUTHOR/GEB)
ERIC: ED056211 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 67-3385, MF $4.00; XEROGRAPHY $10.00)

6730 A STUDY TO DETERMINE THE EDUCATIONAL INTERESTS OF ADULTS IN SIOUX CITY, IOWA, WHO DID NOT COMPLETE HIGH SCHOOL (ED.D. THESIS). AUG65
COX, ROBERT P.
SOUTH DAKOTA UNIV., VERMILLION. DEPT. OF SECONDARY EDUCATION.
ADULT CHARACTERISTICS, ADULT EDUCATION PROGRAMS, CENSUS FIGURES, DOCTORAL THESES, DROPOUT RESEARCH, EDUCATIONAL INTEREST, EDUCATIONAL RETARDATION, INTERVIEWS, JOB SATISFACTION, LEARNING MOTIVATION, LEISURE TIME, LOW INCOME GROUPS, MIDDLE AGED, SCHOOL DEMOGRAPHY, SEMISKILLED OCCUPATIONS, SKILLED OCCUPATIONS, STATISTICAL ANALYSIS, WORKING WOMEN, YOUNG ADULTS, IOWA, MATURE ADULTS, SIOUX CITY
A STUDY WAS MADE TO LOCATE THE ADULTS IN SIOUX CITY, IOWA, WHO HAD NOT COMPLETED HIGH SCHOOL AND TO RELATE THEIR EDUCATIONAL INTERESTS TO THE PROGRAMING OF ADULT EDUCATION ACTIVITIES. THE POPULATION WAS IDENTIFIED THROUGH THE JUNE, 1964 SCHOOL CENSUS PROCEDURES AND CONSISTED OF 4,714 SCHOOL DROPOUTS BETWEEN THE AGES OF 21 AND 64. INFORMATION WAS OBTAINED THROUGH INTERVIEWS. WOMEN EXPRESSED LESS SATISFACTION WITH THEIR JOBS THAN DID MEN, AND BOTH OCCUPIED THEIR LEISURE TIME IN ACTIVE PURSUITS. ECONOMIC BARRIERS AND EDUCATIONAL SHORTAGES WERE THE MAJOR SOURCES OF DIFFICULTY ENCOUNTERED. THE MAJOR MOTIVATION FOR ADULT EDUCATION PARTICIPATION WAS TO IMPROVE EMPLOYMENT OPPORTUNITIES. THE RESPONDENTS UNDER 40 WERE MORE WILLING TO ENROLL IN EDUCATIONAL ACTIVITIES THAN WERE OLDER RESPONDENTS AND SHOWED A GREATER INTEREST IN BASIC ELEMENTARY AND SECONDARY PROGRAMS. THE RESULTS INDICATE THAT REGULAR SCHOOL CENSUS PROCEDURES HAVE DEFINITE POTENTIAL FOR SURVEYING VARIOUS POPULATIONS SERVED BY THE DEPARTMENT OF ADULT EDUCATION OF THE SIOUX CITY PUBLIC SCHOOLS. THIS DOCUMENT IS AVAILABLE FROM UNIVERSITY MICROFILMS, ANN ARBOR, MICH. ORDER NO. 66-1876. MICROFILM $3.00. XEROGRAPHY $9.80. 197 PAGES. (AUTHOR/PT)
ERIC: ED016497

6731 A STUDY TO DETERMINE WHY MISSOURI EXTENSION YOUTH AGENTS RESIGN OR CHANGE TO ANOTHER POSITION WITHIN THE EXTENSION DIVISION. APR 70
HENDERSON, DON
MISSOURI UNIV., COLUMBIA. EXTENSION DIV.
NOTES: 50P.
EXTENSION AGENTS, INTERAGENCY COOPERATION, JOB SATISFACTION, LOW MOTIVATION, QUESTIONNAIRES, ROLE CONFLICT, SOCIOECONOMIC INFLUENCES, SURVEYS, YOUTH LEADERS, COOPERATIVE EXTENSION SERVICE, MISSOURI
A SURVEY STUDY TO DETERMINE WHY MISSOURI EXTENSION YOUTH AGENTS RESIGNED OR CHANGED POSITIONS WITHIN THE EXTENSION DIVISION REVEALED THAT WHILE NO SINGLE FACTOR WAS RESPONSIBLE, THERE WERE A NUMBER OF FACTORS OR REASONS WHY THIS OCCURRED. AMONG THEM WERE THE FOLLOWING (1) POOR UNDERSTANDING OF THE DUTIES AND RESPONSIBILITIES OF A YOUTH AGENT AT THE TIME THEY WERE EMPLOYED: (2) THE YOUTH POSITION WAS REGARDED AS A STEPPING STONE TO OTHER EXTENSION POSITIONS: (3) DISSATISFACTION WITH (A) THE LEADERSHIP AND PROGRAM SUPPORT RECEIVED FROM THE STATE YOUTH STAFF, (B) THE SALARY RECEIVED, AND (C) FAILURE OF FORMAL EDUCATION TO PROVIDE THE ACADEMIC BACKGROUND NEEDED FOR THE JOB: (4) WORKING IN AN AREA OF THE STATE IN WHICH THEY DID NOT DESIRE TO LIVE: (5) LOW PRESTIGE OF THE POSITION: AND (6) THE FEELING THAT THEIR OPINIONS HAD LITTLE OR NO AFFECT ON POLICY DECISIONS BY EITHER THE EXTENSION ADMINISTRATION OR THE STATE YOUTH DEPARTMENT. THE QUESTIONNAIRE EMPLOYED IN THE SURVEY IS APPENDED. (DM)
ERIC: ED039437

6732 A STUDY TO TEST THE FEASIBILITY OF DETERMINING WHETHER CLASSIFIED WANT ADS IN DAILY NEWSPAPERS ARE AN ACCURATE REFLECTION OF LOCAL LABOR MARKETS AND OF SIGNIFICANT USE TO EMPLOYERS AND JOB SEEKERS. FINAL REPORT. 15 JUL 73
OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 417P.
EMPLOYERS, FEASIBILITY STUDIES, JOB APPLICANTS, LABOR MARKET, NEWSPAPERS, PUBLICIZE, RESEARCH METHODOLOGY, SURVEYS, CLASSIFIED WANT ADS
THE REPORT SUMMARIZES FINDINGS OF A DETAILED STUDY TO TEST THE FEASIBILITY OF DETERMINING WHETHER WANT ADS IN DAILY NEWSPAPERS ARE (1) AN ACCURATE REFLECTION OF LOCAL LABOR MARKETS AND (2) OF SIGNIFICANT USE TO EMPLOYERS AND JOB SEEKERS. THE STUDY FOUND THAT WANT ADS ARE A LIMITED SOURCE OF INFORMATION ABOUT LOCAL LABOR MARKETS. THEY ARE OF SOME USE TO PRIVATE EMPLOYMENT AGENCIES BUT WERE OF USE TO ONLY A SMALL PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYERS AND JOB SEEKERS IN THE TWO CITIES. PART ONE INTRODUCES THE PURPOSE AND OTHER FACTORS OF THE STUDY AND PRESENTS A SYNTHESIS OF INFORMATION EMANATING FROM ALL ASPECTS OF THE STUDY. PART TWO DESCRIBES SIX MAJOR INVESTIGATIONS AND THE METHODOLOGY USED FOR ANALYZING AND CODING ADS. THREE MAJOR SUB-STUDIES WERE CARRIED OUT (1) THE CONTENT STUDY, AN IN-DEPTH ANALYSIS OF THE CONTENTS OF ALL ADS: (2) AN OVERVIEW, AN ANALYSIS OF OCCUPATIONS, INDUSTRIES, ADVERTISERS, AND LOCATION OF JOBS: AND (3) THE VOLUME STUDY (CHARTING THE NUMBER OF ADS, MEASUREMENT OF SPACE INCHES, AND A COUNT OF ADS). CHAPTERS ALSO ARE DEVOTED TO THE USER SURVEY: THE EMPLOYER SURVEY: AND THE JOB-SEEKER SURVEY. ALL RESEARCH INSTRUMENTS ARE APPENDED. SUPPORTIVE DATA ARE TABULATED. (NH)
ERIC: ED099599

6733 STUDYING WAGE CHANGES WITH A SIMULATION OF THE LABOR MARKET 1 APR 75
MAXFIELD, MYLES JR
MARYLAND UNIV., COLLEGE PARK. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-91-24-75-05
NOTES: FINAL REPT. 1 OCT 74-1 APR 75 284P
LABOR MARKET, ECONOMIC MODELS, NTISLABPIU

(CONT.)
4703 THE REPORT CONTAINS A MICRO-ECONOMIC COMPUTER SIMULATION OF A JOB-SEARCH MODEL OF THE U.S. LABOR MARKET. PARAMETERS ARE CALIBRATED TO REPRODUCE TIME SERIES OF WAGES, UNEMPLOYMENT RATES, AND DURATION OF UNEMPLOYMENT FOR THE THREE YEARS 1967 THROUGH 1969. THE EFFECTS OF TURNOVER RATES AND UNEMPLOYMENT RATE DISPERSION ON THE PHILLIPS CURVE ARE ESTIMATED. THE EFFECTS OF A COST EQUIVALENT PUBLIC SERVICE EMPLOYMENT PROGRAM AND A MANPOWER TRAINING PROGRAM ARE COMPARED.
NTIS: PB-243 358/8ST   NTIS PRICES PC$7.25/MF$2.25

4704 SUB-PROJECT 7 OF WISCONSIN 553, PART F, EPDA--INDUSTRY/EXCHANGE PROGRAM FINAL REPORT. 76
WISCONSIN UNIV. - STOUT, MENOMONIE. CENTER FOR VOCATIONAL, TECHNICAL AND ADULT EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; WISCONSIN STATE BOARD OF VOCATIONAL, TECHNICAL, AND ADULT EDUCATION, MADISON.
NOTES: 34P.; PAGE 4 OF APPENDIX C WILL NOT REPRODUCE IN MICROFICHE
INDUSTRIAL TRAINING, PROGRAM EVALUATION, PROGRAM PLANNING, PROGRAM PROPOSALS, QUESTIONNAIRES, SCHOOL INDUSTRY RELATIONSHIP, STATE PROGRAMS, STATEWIDE PLANNING, TEACHER EXCHANGE PROGRAMS, TEACHER IMPROVEMENT, VOCATIONAL EDUCATION TEACHERS, WORK EXPERIENCE PROGRAMS, WISCONSIN
THE FINAL REPORT DESCRIBES A STUDY TO DEVELOP A STATEWIDE TEACHER/INDUSTRY EXCHANGE PROGRAM IN WISCONSIN THAT WOULD PROVIDE VOCATIONAL-TECHNICAL INSTRUCTORS WITH OCCUPATIONAL EXPERIENCE OPPORTUNITIES. THREE PLANS FOR IMPLEMENTING THE PROGRAM WERE DEVELOPED (A) SWAPPING THE POSITIONS OF A BUSINESS OR INDUSTRIAL PERSON WITH THAT OF A VOCATIONAL TEACHER FOR A STATED PERIOD OF TIME; (B) EMPLOYING THE VOCATIONAL TEACHER IN INDUSTRY, WITH THE COMPANY INVOLVED SUPPLYING A PART-TIME EMPLOYEE TO ASSIST IN THE VOCATIONAL SCHOOLS CURRICULUM DEVELOPMENT; (C) EMPLOYING THE VOCATIONAL TEACHER IN INDUSTRY FOR A PERIOD OF TIME. QUESTIONNAIRES WERE DEVELOPED AND SENT TO VOCATIONAL DISTRICTS AND INDUSTRIES. NONE OF THE ABOVE PLANS WERE IMPLEMENTED DUE TO LACK OF INDUSTRY INTEREST. RECOMMENDATIONS INCLUDE TEACHER EXCHANGE PROGRAMS SHOULD BE DEVELOPED AT THE DISTRICT LEVEL; PLANS B AND C ONLY SHOULD BE USED, AND DESIGNATED AS WORK EXPERIENCE PROGRAMS; WORK EXPERIENCE FOR VOCATIONAL INSTRUCTORS SHOULD BE PROVIDED, WITH POSSIBLE COLLEGE CREDIT. APPENDED MATERIAL INCLUDES THE QUESTIONNAIRES, A LISTING OF THE 400 BUSINESSES AND INDUSTRIES CONTACTED, FORMS FROM A FUNCTIONING WORK EXPERIENCE STAFF EXCHANGE PROGRAM, AND A PROGRAM PROPOSAL FOR SUCH A PROGRAM. (LH)
ERIC: ED120465

4705 SUBEMPLOYMENT: EXCLUSION AND INADEQUACY INDEXES 1975
VIETORISZ, T.; MIER, R.; GIBLIN, J.
MONTHLY LABOR REVIEW, VOL.98, NO.5, MAY 1975, P. 3-12.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INCOME, INDEX, LABOR MARKET, POVERTY, UNEMPLOYMENT, WAGES
EXAMINES TWO INDEXES OF SUBEMPLOYMENT, THE EXCLUSION INDEX AND THE INADEQUACY INDEX, AND HOW THEY HELP TO REVEAL THE LABOR MARKET FUNCTION IN ECONOMIC HARDSHIP FOR JOB SEEKERS.
MGMT: UML75E0033

4706 SUBGROUP VALIDATION BY SEX: CLERICAL APTITUDE AND PERFORMANCE 1975
FOSSUM, J.A.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 216-218, BIBLIOG. 13
CORRELATION ANALYSIS, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, INDUSTRIAL RELATIONS, JOB CLASSIFICATION, MANAGEMENT, MINORITIES, PERFORMANCE APPRAISAL, REGRESSION ANALYSIS, WOMEN IN BUSINESS
DETAILS A CASE WHERE DIFFERENTIAL VALIDITY WAS NOT FOUND IN TERMS OF CORRELATIONAL DIFFERENCES BUT WHERE DIFFERENCES IN OTHER MEASURES MEANT THAT DIFFERENTIAL REJECTION RATES BY SUBGROUPS WOULD HAVE OCCURRED IF A COMBINED PREDICTION EQUATION OR REGRESSION WITH A DUMMY VARIABLE HAD BEEN USED. RESULTS OF MINNESOTA CLERICAL TEST ARE STATISTICALLY ANALYZED IN TERMS OF SUBGROUPS.
MGMT: AMJ75MP216

4707 SUBJECTIVE ADAPTATION TO LOSS OF THE WORK ROLE A LONGITUDINAL STUDY JUL 77
GEORGE, LINDA K.;MADDOX, GEORGE L.
JOURNAL OF GERONTOLOGY;32;4;456-462
REACTIVE BEHAVIOR, OLDER ADULTS, PERSONAL ADJUSTMENT, ADJUSTMENT PROBLEMS, RETIREMENT, WORK ATTITUDES, RESEARCH PROJECTS, LONGITUDINAL STUDIES, GERONTOLOGY, MALES
LONGITUDINAL DATA FOR 58 MALE SUBJECTS WERE USED TO EXAMINE INTENSIVELY THE PROCESS OF ADAPTATION TO RETIREMENT. EVIDENCE OF HIGH LEVELS OF ADAPTATION IN THE SAMPLE WAS REFLECTED IN THE OVERWHELMING STABILITY OF MORALE OVER TIME. MULTIPLE REGRESSION ANALYSIS INDICATED SOCIAL RESOURCES CONDITION THE RELATIONSHIP BETWEEN ADAPTATION AND RETIREMENT. (AUTHOR)
ERIC: EJ161978

4708 SUBSTATION OPERATOR (LIGHT, HEAT + POWER) 952.782-042; SWITCHBOARD OPERATOR (LIGHT, HEAT, + POWER) 952.782-050; TURBINE OPERATOR (LIGHT, HEAT + POWER) 9-52.782-062--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONICS INDUSTRY, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SUBSTATION OPERATOR,

(CONT.)

4708 SWITCHBOARD OPERATOR, TURBINE OPERATOR

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED066474

4709 SUBSTITUTE CHILD CARE, MATERNAL EMPLOYMENT AND THE QUALITY OF MOTHER-CHILD INTERACTION AUG 75

HARRELL, JANET E.;RIDLEY, CARL A.

JOURNAL OF MARRIAGE AND THE FAMILY;37;3;556-563

DAY CARE SERVICES, MOTHER ATTITUDES, PARENT CHILD RELATIONSHIP, WORKING WOMEN, JOB SATISFACTION, RESEARCH PROJECTS, CHILD REARING, MOTHERS, FEMALES, CHILD CARE

A STRUCTURED INTERVIEW SCHEDULE WAS ADMINISTERED TO MOTHERS FROM 89 FAMILIES IN PENNSYLVANIA WHOSE CHILDREN WERE ENROLLED IN DAY-CARE CENTERS OR WERE ON A DAY-CARE WAITING LIST. EVIDENCE INDICATED THAT SATISFACTION WITH SUBSTITUTE CHILD CARE WAS POSITIVELY RELATED WITH MATERNAL WORK SATISFACTION, BUT NOT WITH THE QUALITY OF MOTHER-CHILD INTERACTION. (AUTHOR)

ERIC: EJ125595

4710 SUBURBANIZATION AND THE CITY AUG 76

STANBACK, THOMAS JR;KNIGHT, RICHARD

COLUMBIA UNIV., NEW YORK. CONSERVATION OF HUMAN RESOURCES PROJECTS. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

CONTRACT NO. DL-21-36-76-19

NOTES: FINAL REPT. 245P

INDUSTRIAL RELATIONS, SUBURBAN AREAS, ECONOMIC SURVEYS, JOB MARKET, LABOR MARKET, NTISLABPEU

THIS STUDY EXAMINES THE PROCESSES OF SUBURBANIZATION AND HOW THEY AFFECT LABOR MARKETS OF BOTH CITIES AND THEIR OUTLYING AREAS. THE STUDY DRAWS UPON CENSUS OF POPULATION MATERIALS AND THE SOCIAL SECURITY CONTINUOUS WORK HISTORY FILE. THE ANALYSIS SHOWS HOW THE EXPERIENCE OF CENTRAL CITIES HAS BEEN ONE OF DIFFICULT TRANSITION INVOLVING BOTH JOB GAINS IN OFFICE ACTIVITY AND LOSSES IN MANUFACTURING AND LOCAL CONSUMER ORIENTED ACTIVITIES. THE TRANSITION HAS BEEN ESPECIALLY DIFFICULT FOR MINORITY MALE WORKERS BECAUSE OF THE SHARP RISE OF FEMALE LABELED OFFICE JOBS IN THE CITY AND THE IMPORTANCE OF SUBURB-TO-CITY COMMUTING WHICH PROVIDES A SUPPLY OF WHITE COLLAR WORKERS. THE SUBURBAN JOB MARKET ITSELF TENDS TO CONSIST OF TWO SHARPLY CONTRASTING TYPES OF EMPLOYMENT ONE COMPRISED LARGELY OF LOW-SKILL, LOW WAGE JOBS IN LOCAL SERVICES; THE OTHER, OF RELATIVELY WELL-PAID MANUFACTURING EMPLOYMENT ALONG WITH SELECTED MANAGERIAL AND PROFESSIONAL POSITIONS. THE BEST EVIDENCE INDICATES THAT THE LOWER-PAID JOBS DRAW THEIR SUPPLY LARGELY FROM WIVES AND YOUNGER MEMBERS OF MIDDLE-INCOME SUBURBAN FAMILIES. OF PARTICULAR IMPORTANCE TO THE SUBURBAN ECONOMY IS THE FLOW OF INCOME GENERATED BY THE LARGE CORPS OF COMMUTERS TO THE CITY.

NTIS: PB-266 013/2ST NTIS PRICES PC A11/MF A01

4711 SUCCESS FACTORS IN RETAINING POTENTIAL DROPOUTS . A RESEARCH REPORT: EXPERIMENTAL AND DEMONSTRATION PROJECT EXTENDING FROM JUNE 1964 TO DECEMBER 31, 1967. JAN 68

GALLINGTON, RALPH O.

SOUTHERN ILLINOIS UNIV., CARBONDALE

NOTES: 73P.

EXPERIMENTAL PROGRAMS, OCCUPATIONAL GUIDANCE, COOPERATIVE EDUCATION, OCCUPATIONAL INFORMATION, HIGH SCHOOL STUDENTS, CONTROL GROUPS, VOCATIONAL EDUCATION, DROPOUT PREVENTION, EXPERIMENTAL GROUPS, DROPOUT IDENTIFICATION, REMEDIAL PROGRAMS, POTENTIAL DROPOUTS, ALEXANDER COUNTY, ILLINOIS

THIS STUDY WAS TO ASCERTAIN WHETHER TWO REMEDIAL PROGRAMS WOULD HAVE ANY EFFECTS ON THE RETENTION OF HIGH SCHOOL STUDENTS. POTENTIAL DROPOUTS AND POTENTIAL GRADUATES IN TWO HIGH SCHOOLS IN ALEXANDER COUNTY, ILLINOIS, WERE IDENTIFIED BY OBJECTIVE AND SUBJECTIVE MEASURES, AND EXPERIMENTAL AND CONTROL GROUPS WERE ESTABLISHED IN GRADES 9, 10, 11, AND 12 WITH POTENTIAL DROPOUTS AND GRADUATES IN ALL EIGHT GROUPS. IN GRADES 9 AND 10 THE PROGRAM CONSISTED OF OCCUPATIONAL INFORMATION AND VOCATIONAL COUNSELING FOR TAMMS HIGH SCHOOL STUDENTS AND IN GRADES 11 AND 12 IT CONSISTED OF COOPERATIVE VOCATIONAL EDUCATION FOR BOTH TAMMS AND THEBES HIGH SCHOOL STUDENTS. THE PROGRAMS WERE STUDIED FOR THREE YEARS WITH THE STUDENTS PASSING FROM ONE GRADE TO ANOTHER BUT MAINTAINING MEMBERSHIP IN THE ORIGINAL EXPERIMENTAL OR CONTROL GROUP. THE RESULTS INDICATED THAT BOTH PROGRAMS PREVENTED SIGNIFICANT NUMBERS OF POTENTIAL DROPOUTS FROM LEAVING SCHOOL. (EM)

AIM/ARM: VT004743

4712 THE SUCCESS OF VOCATIONALLY TRAINED WOMEN IN TRADITIONALLY MALE OCCUPATIONS. 9 DEC 74
PUCEL, DAVID J.
NOTES: 23P.; PAPER PRESENTED AT THE AMERICAN VOCATIONAL ASSOCIATION CONVENTION (NEW ORLEANS, DECEMBER 9, 1974.)
EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EQUAL EDUCATION, EQUAL OPPORTUNITIES (JOBS), FEMALES, JOB SATISFACTION, JOB SKILLS, MALES, PROMOTION (OCCUPATIONAL), RESEARCH, SALARIES, SEX DIFFERENCES, SEX DISCRIMINATION, SEX ROLE, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, MINNESOTA
A STUDY WAS CONDUCTED TO EXAMINE THE ABILITY OF WOMEN WHO ENROLL IN TRADITIONALLY MALE OCCUPATIONS TO RECEIVE EQUAL TRAINING AND EQUAL EMPLOYMENT BENEFITS TO THOSE OF MALES ENROLLED IN THE SAME PROGRAMS. (A TRADITIONALLY MALE OCCUPATION WAS DEFINED AS AN OCCUPATION WHICH EMPLOYED 80(OR MORE MALES.) THE EIGHT PROGRAMS INCLUDED IN THE STUDY WERE THOSE WHICH WERE DEFINED AS TRADITIONALLY MALE AND WHICH ENROLLED AND GRADUATED FEMALES WHO WERE SUCCESSFULLY FOLLOWED UP. PROGRAMS WERE SELECTED USING DATA OBTAINED FROM THE 1973 MINNESOTA CENSUS DATA AND FROM THE MINNESOTA VOCATIONAL FOLLOW-UP SYSTEM DATA TAPES FOR 1971-72 AND 1972-73 GRADUATES. FROM THE SAMPLING PROCEDURE, A TOTAL OF 21 FEMALES FROM THE EIGHT PROGRAM AREAS AND A TOTAL OF 21 MALES WERE DRAWN IN SUCH A WAY THAT THERE WAS AN EQUAL NUMBER OF MALES AND FEMALES DRAWN FROM EACH PROGRAM AREA. BASED ON THE RESULTS OF THE STUDY IT APPEARS THAT THE TRADITIONALLY MALE INSTRUCTIONAL PROGRAMS OFFERED BY THE MINNESOTA AREA VOCATIONAL-TECHNICAL INSTITUTES ARE OPEN TO WOMEN AND THAT WOMEN RATE THE QUALITY OF THE PROGRAMS SIMILARLY TO MEN. HOWEVER, FEW WOMEN ENTER THESE PROGRAMS AND EVEN FEWER COMPLETE THEM. RESULTS IMPLY THAT NOT ONLY DO PROPORTIONALLY LESS WOMEN GET EMPLOYED IN TRAINING-RELATED TRADITIONALLY MALE OCCUPATIONS BUT THEY RECEIVE SIGNIFICANTLY LESS SALARY. THEY ALSO SEEM TO BE LESS SATISFIED WITH THEIR JOBS AND SEE LESS POTENTIAL FOR ADVANCEMENT. (SH)
ERIC: ED141504

4713 THE SUCCESSFUL RETARDATE. MAR 66
ALBIZU-MIRANDA, CARLOS;AND OTHERS
PUERTO RICAN DIV. OF VOCATIONAL REHABILITATION, HATO REY. VOCATIONAL REHABILITATION ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 137P.
ADULTS, DEMOGRAPHY, DISADVANTAGED YOUTH, EDUCATION, EDUCATIONAL NEEDS, EXCEPTIONAL CHILD RESEARCH, IDENTIFICATION, INCIDENCE, INCOME, INTELLIGENCE DIFFERENCES, MALES, MENTALLY HANDICAPPED, RURAL URBAN DIFFERENCES, SELF CONCEPT, SOCIAL FACTORS, SOCIOECONOMIC STATUS, STATISTICAL SURVEYS, SUCCESS FACTORS, VOCATIONAL ADJUSTMENT, PUERTO RICO
TO STUDY THE PREVALENCE OF MENTAL RETARDATION IN PUERTO RICO, THE PROPORTIONAL DISTRIBUTION OF SUCCESSFUL RETARDATES, AND THE PROCESSES ACCOUNTING FOR SUCCESS AND FAILURE, A RANDOM SAMPLE OF 4,771 ADULTS BETWEEN THE AGES OF 23 AND 49 WAS SCREENED BY THE STANFORD BINET FORM L AND A VOCABULARY TEST. FROM THIS SAMPLE, THE ESTIMATED RETARDATION RATE FOR PUERTO RICAN ADULTS WAS 31(. SUCCESS WAS MEASURED BY COMPARING THE AVERAGE INCOME OF MALE RETARDATES WITH THE INCOMES OF OTHER MALES IN THE SAME COMMUNITY; THOSE IN THE LOWEST 23(WERE CONSIDERED UNSUCCESSFUL. THE PROPORTION OF SUCCESSFUL RETARDATES WAS DEPENDENT ON THE COMPLEXITY OF THE COMMUNITY; IN PEASANT COMMUNITIES, 78(WERE SUCCESSFUL WHILE IN URBAN NON-SLUMS THIS WAS REDUCED TO 60(. INTELLIGENCE AND EDUCATION CONTRIBUTED TO THE PROBABILITY OF SUCCESS, ESPECIALLY FOR THOSE WITH IQS OF 85 OR ABOVE; HOWEVER, IN URBAN AREAS RETARDATES WITH 4 YEARS OR LESS OF SCHOOL HAD A FAILURE RATE OF 50(WHILE FOR THOSE WITH MORE SCHOOLING THE RATE WAS 30(. OVER 60(OF RESPONDENTS HAD A POSITIVE SELF IMAGE ALTHOUGH NORMALS AND SUCCESSFUL RETARDATES SHOWED MORE POSITIVE SELF IMAGES (PX.05). MOST RETARDATION RESULTED FROM CULTURAL DEPRIVATION. (MK)
ERIC: ED027650

4714 SUCCESSFUL STRATEGIES FOR DIFFUSING WORK INNOVATIONS 1977
WALTON, R.E.
JOURNAL OF CONTEMPORARY BUSINESS, VOL.6, NO.2, SPRING 1977, P. 1-22.
DESIGN, HUMAN RESOURCE DEVELOPMENT, INNOVATION, MANAGEMENT, MANUFACTURING, PRODUCTION, PRODUCTIVITY, QUALITY OF LIFE, SWEDEN, UNITED STATES, WORKING CONDITIONS
ANALYZES THE WORK BEING DONE IN DIFFUSING WORK INNOVATIONS THROUGHOUT A COMPANY BY DETAILED EXAMINATIONS OF THE APPROACHES OF THREE COMPANIES: SWEDENS VOLVO THE MOST SUCCESSFUL OF AN EARLIER STUDY; TRW, INC. A U.S. COMPANY WHICH BEGAN A DIFFUSION PROGRAM IN 1974 AND ABC A U.S. FIRM WITH A LONG AND IMPRESSIVE RECORD.
MGMT: JC077N3031

4715 SUGGESTED TECHNIQUES IN GUIDANCE AND COUNSELING WITH INDIAN YOUTH AND ADULTS. 66
POEHLMAN, C.H. ;AND OTHERS
NEVADA STATE DEPT. OF EDUCATION, CARSON CITY.
NOTES: 19P.
ADULT PROGRAMS, AMERICAN INDIANS, CULTURAL DIFFERENCES, ENGLISH (SECOND LANGUAGE), GUIDANCE COUNSELING, VOCATIONAL COUNSELING, CARSON CITY
THIS DOCUMENT SUGGESTS CONCEPTS TO USE IN COUNSELING INDIAN YOUTHS AND ADULTS, AND RECOMMENDS WAYS TO UTILIZE THOSE CONCEPTS. CULTURAL DIFFERENCES, LANGUAGE DIFFERENCES, AND EARLY CHILDHOOD SOCIALIZATION ARE DISCUSSED. EMPHASIS IS PLACED ON HELPING THE INDIAN TO UNDERSTAND THE AMERICAN CULTURE AND GUIDING HIM TOWARD A VOCATION. (CL)
ERIC: ED010750

4716 SUGGESTIONS FOR DEVELOPING AN OCCUPATIONAL LIBRARY. JUL 72
DRAPER, A. M. LESLIE
CALIFORNIA OCCUPATIONAL ANALYSIS FIELD CENTER, LOS ANGELES. MANPOWER ADMINISTRATION

(CONT.)
4716 (DOL), WASHINGTON, D.C.
NOTES: 54P.
ANNOTATED BIBLIOGRAPHIES, LIBRARIES, LIBRARY ACQUISITION, LIBRARY MATERIALS, OCCUPATIONAL INFORMATION, PUBLICATIONS, REFERENCE MATERIALS, VOCATIONAL EDUCATION
PREPARED BY AN OCCUPATIONAL ANALYST OF THE CALIFORNIA ANALYSIS FIELD CENTER, THIS PUBLICATION IS INTENDED TO SUGGEST MAXIMUM FLEXIBILITY IN ACQUIRING AND ORGANIZING AN OCCUPATIONAL LIBRARY. THIS IS ACCOMPLISHED IN SECTIONS WHICH DESCRIBE THE PURPOSES OF AN OCCUPATIONAL LIBRARY AND PROVIDE SUGGESTIONS FOR ORGANIZING THE INFORMATION, ACQUIRING SUPPLIES AND EQUIPMENT, AND KEEPING THE INFORMATION CURRENT. ALSO INCLUDED IS AN ANNOTATED BIBLIOGRAPHY OF BASIC AND SUPPLEMENTARY MATERIALS FOR THE OCCUPATIONAL LIBRARY. ENTRIES ARE ARRANGED ALPHABETICALLY BY TITLES AND CONTAIN PUBLICATION INFORMATION, COST, AND BRIEF ANNOTATION. THE SUPPLEMENTARY MATERIALS ARE FURTHER ORGANIZED ACCORDING TO THESE CATEGORIES (1) GENERAL ADDITIONS, (2) DIRECTORIES AND JOB INDEXES, (3) SERIES PUBLICATIONS ON JOBS, (4) BROCHURES PUBLISHED BY PROFESSIONAL ASSOCIATIONS, (5) BIBLIOGRAPHIES OF OCCUPATIONAL INFORMATION, (6) CIVIL SERVICE EXAMINATION ANNOUNCEMENTS, (7) RECRUITING MATERIAL PUBLISHED BY EMPLOYERS, (8) EMPLOYMENT TRENDS, (9) MATERIALS IN EDUCATION AND TRAINING RELATING TO OCCUPATIONS, (10) MATERIALS IN TESTING AND JOB GETTING, AND (11) TRAINING MATERIALS. AN ALPHABETICAL LISTING OF THE PUBLICATIONS IS INCLUDED. (SB)
ERIC: ED075619

4717 SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE A PILOT TEST OF THE HEALTH SERVICES MOBILITY STUDY METHODOLOGY. 72
GILPATRICK, ELEANOR
CITY COLL. RESEARCH FOUNDATION, NEW YORK, N.Y. HEALTH SERVICES AND MENTAL HEALTH ADMINISTRATION (DHEW), BETHESDA, MD.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 401P.
CAREER LADDERS, CURRICULUM DESIGN, FEDERAL PROGRAMS, HEALTH EDUCATION, HEALTH PROGRAMS, HEALTH SERVICES, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, OCCUPATIONAL MOBILITY, PILOT PROJECTS, RESEARCH METHODOLOGY, RESOURCE MATERIALS, TABLES (DATA), TASK ANALYSIS, VOCATIONAL DEVELOPMENT
THIS REPORT CONTAINS THE RESULTS OF A PILOT TEST WHICH REPRESENTS THE FIRST COMPLETE FIELD TEST OF METHODOLOGICAL WORK BEGUN IN OCTOBER 1967 UNDER A FEDERAL GRANT FOR THE PURPOSE OF JOB ANALYSIS IN THE HEALTH SERVICES. THIS 4-YEAR HEALTH SERVICES MOBILITY STUDY PERMITTED BASIC RESEARCH, FIELD TESTING, PRACTICAL APPLICATION, AND POLICY INVOLVEMENT TO BE APPLIED TO 12 JOB TITLES IN AMBULATORY PATIENT CARE IN A COMMUNITY HEALTH CENTER. PERSONS INTERESTED IN UPWARD MOBILITY, RELIEVING MANPOWER SHORTAGES, HEALTH MANPOWER DEVELOPMENT, HEALTH EDUCATION, OR DELIVERY OF HEALTH SERVICES WILL FIND USEFUL THESE EXTENSIVE SUGGESTIONS FOR CAREER LADDERS WITH CURRICULUM CONTENT NECESSARY FOR SEQUENTIAL JOB DEVELOPMENT. TASK DESCRIPTIONS ARE PRESENTED, IN ADDITION TO JOB LATTICES, TASK SEQUENCES, AND CURRICULUM DESIGNS. NUMEROUS TABLES, CHARTS, AND OTHER RESOURCE MATERIALS PRESENT THE DATA. (AG)
ERIC: ED070952

4718 SUIC IMPROVING OPPORTUNITIES THROUGH IN-PLANT TRAINING. MAR 70
SKILL UPGRADING IN CLEVELAND, OHIO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 72P.
DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, INPLANT PROGRAMS, JOB SATISFACTION, JOB TRAINING, MANPOWER DEVELOPMENT, MODELS, OCCUPATIONAL MOBILITY, ON THE JOB TRAINING, PROGRAM EVALUATION, SKILL DEVELOPMENT, UNDEREMPLOYED, CLEVELAND, HIGH INTENSITY TRAINING, HIT
SKILL UPGRADING IN CLEVELAND (SUIC) IS ONE OF THREE MANPOWER TRAINING AND UPGRADING ORGANIZATIONS WHICH WAS FUNDED TO REPLICATE AND FURTHER TEST THE HIGH INTENSITY TRAINING (HIT) MODEL FOR UPGRADING UNDEREMPLOYED WORKERS. THIS REPORT IS A SUMMARY OF ACTIVITIES AIMED AT UPGRADING LOW-SKILL, LOW-WAGE WORKERS WITHIN A PLANT SETTING AND WITH SMALL JUMPS IN JOB CLASSIFICATIONS AND PAY INCREASE GUARANTEES. AN EVALUATION OF THESE ACTIVITIES LED TO SEVERAL FINDINGS WHICH INCLUDED (1) A TOTAL OF 282 LOW-SKILL, UNDEREMPLOYED WORKERS WERE TRAINED THROUGH THE MODEL, (2) THE AVERAGE INCREASE IN PAY RECEIVED BY HIT TRAINEES WAS 9.44 PERCENT, (3) ABOUT 86 PERCENT OF ALL TRAINEES SUCCEEDED IN MOVING TO A NEW JOB EITHER WITHIN THEIR COMPANY OR IN ANOTHER COMPANY, AND (4) ABOUT 67 PERCENT OF THE TRAINEES WERE RATED BY THEIR SUPERVISORS AS HAVING POTENTIAL FOR FUTURE ADVANCEMENT. (AUTHOR/JS)
ERIC: ED062510 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 515, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

4719 SUMMARIES OF R + D REPORTS. NO. 17. JUN 77
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 26P.
ABSTRACTS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, HEALTH PERSONNEL, RESEARCH PROJECTS
THESE SUMMARIES OF RESEARCH AND DEVELOPMENT REPORTS ARE ISSUED BY THE EMPLOYMENT AND TRAINING ADMINISTRATION, DEPARTMENT OF LABOR (DOL) AND ARE DESIGNED TO PROVIDE PERTINENT INFORMATION ABOUT SPECIFIC RESEARCH AND DEVELOPMENT (R+D) STUDIES. EACH OF THE 18 SUMMARIES INCLUDES AVAILABILITY AND COST (WHERE APPLICABLE), SOURCE OF THE REPORT, COMPLETION DATE, CONTRACT NUMBER, SUBJECT OF THE REPORT, TITLE, ABSTRACT, AND A FILE NUMBER. (THE FILE NUMBER IS PART OF A FILING SYSTEM ORGANIZED BY THE MAJOR CATEGORIES OF

(CONT.)
6719 EMPLOYMENT AND TRAINING OPERATION PLANNING AND ADMINISTRATION, APPLICANT SERVICES, PLACEMENT SERVICES, EMPLOYER SERVICES, CORRECTION/LEGAL, PUBLIC EMPLOYMENT PROGRAMS, MANPOWER ECONOMIC AND SOCIAL POLICIES, AND SPECIAL MANPOWER RESEARCH GRANTS--NOT ELSEWHERE CLASSIFIED.) TITLES OF THE REPORTS INCLUDED ARE HEALTH MANPOWER EMPLOYMENT, YOUTH IN THE WIN PROGRAM, WHAT HAS BEEN LEARNED FROM THE WORK INCENTIVE PROGRAM AND RELATED EXPERIENCES A REVIEW OF RESEARCH WITH POLICY IMPLICATIONS, THE IMPACT OF WORK TESTS ON THE EMPLOYMENT BEHAVIOR OF WELFARE RECIPIENTS, THE IMPLEMENTATION OF CETA IN OHIO, IMPROVING EMPLOYMENT OPPORTUNITIES FOR FEMALE BLACK TEENAGERS IN NEW YORK CITY, THE COMPARATIVE LABOR MARKET ROLE OF NEWSPAPER HELP WANTED ADS AND PUBLIC EMPLOYMENT SERVICE JOB LISTINGS, BACK ON THE STREET--FROM PRISON TO POVERTY, RURAL ORIENTED R+D PROJECTS SUPPORTED BY ETA/USDL A REVIEW AND SYNTHESIS, AND EMPLOYMENT SERVICE MANAGEMENT: JOB MATCHING; EMPLOYER SERVICES; JOB SEARCH; PUBLIC EMPLOYMENT; JOB PLACEMENT. (SM)
ERIC: ED141605 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22151

6720 A SUMMARY AND EVALUATION OF PUBLIC SERVICE CAREERS PLAN B (PSC-B). 72
BOYD, WILLIE E.
OFFICE OF NEW CAREERS (DHEW), WASHINGTON, D. C.
NOTES: 100P.
DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, IMPROVEMENT PROGRAMS, JOB DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, SUCCESS FACTORS, SUPERVISION, SUPERVISORY METHODS, VOCATIONAL DEVELOPMENT, NEW CAREERS
UNDER THE PROVISIONS OF TITLE IB OF THE ECONOMIC OPPORTUNITY ACT OF 1964 (AS AMENDED), THE PUBLIC SERVICE CAREERS PLAN B (PSC-B) PROGRAM, FUNDED BY THE U. S. DEPARTMENT OF LABOR, WAS DESIGNED TO STIMULATE PERMANENT EMPLOYMENT OPPORTUNITIES FOR THE DISADVANTAGED AND TO ENCOURAGE THE UPGRADING OF EXISTING LOW-PAID WORKERS IN AGENCIES RECEIVING FEDERAL GRANTS-IN-AID. IN JULY 1970, GRANTS TOTALING $12 MILLION WERE ALLOCATED TO 127 GRANT-IN-AID RECIPIENTS IN 43 STATES FOR THE PROJECTED ENTRY EMPLOYMENT AND TRAINING OF 3,520 DISADVANTAGED AND FOR THE TRAINING AND UPGRADING OF 2,254 EXISTING LOW-PAID WORKERS. THIS REPORT REPRESENTS AN ANALYSIS OF THE 117 PROJECTS THAT BECAME OPERATIONAL AND INCLUDES A DESCRIPTION OF SUCH PROGRAM COMPONENTS AS (1) PROGRAM ADMINISTRATION, (2) PROBLEMS ENCOUNTERED BY PROJECT DIRECTORS AND ENROLLEES, (3) BENEFITS OF THE PROGRAM WITH RESPECT TO ADMINISTRATION, FLEXIBILITY AND OBJECTIVITY, COMMUNICATION, AND CAREER DEVELOPMENT, (4) RECRUITMENT AND SELECTION, (5) ORIENTATION PROGRAM, (6) JOB DEVELOPMENT, AND (7) EDUCATION AND TRAINING. IN GENERAL, PROGRAM SUCCESS VARIED DIRECTLY WITH THE STYLE OF SUPERVISION EMPLOYED. IT WAS FOUND THAT CONTEMPORARY SUPERVISORY STYLES WERE CLOSELY ASSOCIATED WITH THE SUCCESSFUL PROJECTS, WHILE TRADITIONAL SUPERVISORY PRACTICES WERE MORE CLOSELY ASSOCIATED WITH THE LESS SUCCESSFUL ONES. (SB)
ERIC: ED068601

6721 A SUMMARY OF BRIDGING THE GAP A STUDY OF EDUCATION-TO-WORK LINKAGES. FINAL REPORT OF THE STATE-LEVEL STUDY IN CAREER EDUCATION. 18 JUN 75
COLLEGE ENTRANCE EXAMINATION BOARD, NEW YORK, N.Y.; POLICY STUDIES IN EDUCATION, NEW YORK, N.Y. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. NIE-C-74-0146
NOTES: 17P.; RELATED DOCUMENTS VT 102 655 THROUGH VT 102 657 IN THIS ISSUE.
WORK EXPERIENCE PROGRAMS, ENTRY WORKERS, EMPLOYMENT, SECONDARY EDUCATION, POST SECONDARY EDUCATION, EDUCATIONAL EXPERIENCE, EDUCATIONAL POLICY, ADVISORY COMMITTEES, EDUCATIONAL RESEARCH, STATE SURVEYS, CAREER EDUCATION
THIS REPORT SUMMARIZES THE FINAL REPORT OF A PROJECT FOCUSING UPON THE EDUCATION-TO-WORK TRANSITION (VT 102 655 IN THIS ISSUE). THE PROJECT DESIGN WHICH INCLUDED INTERVIEWING OVER 100 PERSONS IN FOUR STATES INTRODUCES THE REPORT. THE LIMITATIONS OF THE INVESTIGATION WHICH ADDRESSED THE SPECIFIC LINKAGES OF EDUCATION-TO-EDUCATION, EDUCATION-TO-OCCUPATION, OCCUPATION-TO-EDUCATION, AND OCCUPATION-TO-OCCUPATION ARE SUMMARIZED. THE MOST WIDESPREAD LINKAGES WERE IDENTIFIED AS ADVISORY COMMITTEES AND WORK EXPERIENCE PROGRAMS. THE FINDINGS AND AN ANALYTIC STRUCTURE FOR CONSIDERING LINKAGE DEVELOPMENT ARE BRIEFLY DESCRIBED. TWELVE POSSIBLE POLICY CHANGES TO BREAK DOWN THE BARRIERS TO TRANSITION ARE PROPOSED. RECOMMENDATIONS FOR FURTHER RESEARCH AND DEVELOPMENT BY THE NATIONAL INSTITUTE OF EDUCATION CONCLUDE THE REPORT. (LJ)
AIM/ARM: VT102657 COLLEGE BOARD PUBLICATION ORDERS, BOX 2815, PRINCETON, NEW JERSEY 08540.

6722 SUMMARY OF PROCEEDINGS OF WORKSHOP ON THE IMPACT OF A TIGHTENING LABOR MARKET ON THE EMPLOYABILITY AND EMPLOYMENT OF DISADVANTAGED YOUTH (NEW YORK, N.Y., APRIL 20-21, 1966). TRAINING SERIES. 66
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH
NOTES: 33P.
CONFERENCE REPORTS, DISADVANTAGED YOUTH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT PRACTICES, EMPLOYER EMPLOYEE RELATIONSHIP, LABOR MARKET, LOCAL ISSUES, TRAINING, EDUCATION, IMPACT OF A TIGHTENING LABOR MARKET ON THE EMPLOYABILITY AND EMPLOYMENT OF DISADVANTAGED YOUTH, NEW YORK, NEW YORK, APRIL 20 AND 21, 1966
THE 2-DAY WORKSHOP WAS STRUCTURED AROUND THREE BROAD QUESTIONS (1) TO WHAT EXTENT HAS THE CURRENT TIGHT LABOR MARKET OPENED NEW OPPORTUNITIES FOR EMPLOYMENT OF DISADVANTAGED YOUTHS (2) WHAT CAN BE DONE BY EMPLOYERS TO BRIDGE THE GAP BETWEEN AVAILABLE JOBS AND

(CONT.)
4722 UNEMPLOYED YOUTH AND (3) HOW CAN THE EMPLOYABILITY OF DISADVANTAGED YOUTH BE IMPROVED THE FUNDAMENTAL OBSERVATION EMERGING FROM THE WORKSHOP WAS THAT THE CURRENT LABOR MARKET IS NOT SUFFICIENTLY TIGHT TO OFFER ABUNDANT EMPLOYMENT OPPORTUNITIES TO MOST DISADVANTAGED YOUTH. RECOMMENDATIONS FOCUSED ON MORE REALISTIC EVALUATION OF ARREST RECORDS, BONDING REQUIREMENTS, AND INTELLIGENCE OR APTITUDE TESTING, AND WERE DIRECTED TOWARD ESTABLISHING HIRING STANDARDS MORE DEPENDENT ON ACTUAL JOB PERFORMANCE THAN FORMAL SYSTEMATIZED APPLICATION PROCEDURES. ON THE DEMAND SIDE OF THE LABOR MARKET, PARTICIPANTS SUGGESTED A NEED FOR IMPROVEMENT IN THE QUALITY OF SUPERVISION. THE WORKSHOP WAS ATTENDED BY 30 REPRESENTATIVES OF INDUSTRY, UNIONS, LOCAL YOUTH WORK PROGRAMS, AND FEDERAL AGENCIES. (CH)
AIM/ARM: VT002372 CENTER FOR THE STUDY OF UNEMPLOYED YOUTH, GRADUATE SCHOOL OF SOCIAL WORK, NEW YORK UNIVERSITY, 853 BROADWAY, NEW YORK, NEW YORK 10003 (3.50).

4723 A SUMMARY OF RETROSPECTIVE STUDIES OF THE EFFECTIVENESS OF NYC OUT-OF-SCHOOL PROGRAMS IN FOUR URBAN SITES. 8 DEC 67
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DOL-81-09-66-19
NOTES: 17P.
DISADVANTAGED YOUTH, FEMALES, JOB DEVELOPMENT, MALES, NEGRO YOUTH, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, REMEDIAL PROGRAMS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS, NYC
REPORTED IS THE FIRST PHASE OF A PROJECT TO EVALUATE THE EFFECTIVENESS OF SELECTED NEIGHBORHOOD YOUTH CORPS (NYC) PROGRAMS. EFFECTIVENESS WAS JUDGED BY COMMUNITY AND WORK ADJUSTMENT OF ENROLLEES. EXPERIMENTAL AND CONTROL GROUPS WERE SELECTED IN FOUR CITIES; SAMPLES WERE MAINLY NEGROES, WITH MORE FEMALES THAN MALES. FINDINGS FROM INTERVIEWS WITH THE SAMPLE SUBJECTS SHOWED THAT THE PROGRAM WAS EFFECTIVE BUT NEEDS IMPROVEMENT IN THE RACIAL AND SEX BALANCE OF ENROLLEES AS WELL AS IN THE WORK ADJUSTMENT OBJECTIVES OF NYC (EVEN AMONG THE NYC ENROLLEES UNEMPLOYMENT WAS HIGH). NOTED IS THE NEED FOR ATTENTION TO SUCH POLICY ISSUES AS MORE EFFECTIVE JOB DEVELOPMENT, COORDINATION BETWEEN VARIOUS VOCATIONAL TRAINING PROGRAMS, IMPROVED REMEDIAL EFFORTS, FOLLOWUP COUNSELING, AND THE DIFFERENTIAL NEEDS OF ENROLLEES. FOR SUBSEQUENT, RELATED RESEARCH SEE UD 007 866 AND UD 007 867. THIS DOCUMENT IS A SUMMARY OF ED 020 407. (NH)
ERIC: ED028224

4724 SUMMARY OF STATE POLICY REGULATIONS FOR PUBLIC SECTOR LABOR RELATIONS STATUTES, ATTORNEY GENERALS OPINIONS AND SELECTED COURT DECISIONS. MAR 72
LABOR MANAGEMENT SERVICES ADMINISTRATION (DOL), WASHINGTON, D.C. DIV. OF PUBLIC EMPLOYEE LABOR RELATIONS.
NOTES: 76P.
CHARTS, INDUSTRIAL RELATIONS, LABOR ECONOMICS, LABOR LEGISLATION, NATIONAL SURVEYS, NEGOTIATION IMPASSES, OPINIONS, STATE LEGISLATION, PUBLIC ADMINISTRATION
THIS CHART REPRESENTS A STATE-BY-STATE COMPILATION OF THE NUMEROUS STATUTES, EXECUTIVE ORDERS, ATTORNEY GENERAL OPINIONS, AND COURT DECISIONS WHICH GOVERN STATE AND LOCAL GOVERNMENT LABOR RELATIONS. WHERE AVAILABLE, INFORMATION ON EACH AUTHORITY INCLUDES (1) ADMINISTRATIVE BODY, (2) BARGAINING RIGHTS, (3) RECOGNITION RIGHTS AND PROCEDURE, (4) UNIT DETERMINATION, (5) RULES OF PROCEDURE, (6) IMPASSE PROCEDURES, (7) STRIKE POLICY, (8) MANAGEMENT RIGHTS, (9) SCOPE OF BARGAINING, (10) UNFAIR LABOR PRACTICE PROVISIONS, (11) GRIEVANCE PROCEDURES, AND (12) UNION SECURITY PROVISIONS. (JS)
ERIC: ED063496 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (L1.2 ST2/2, 3.50)

4725 SUMMARY REPORT AN ECONOMIC DEVELOPMENT PROGRAM FOR THE CITY OF OAKLAND JAN 69
ARNOLD, ROBERT K.;LEVY, STEPHEN;MAYALL, DONALD;SPIEGELMAN, ROBERT G.
OAKLAND CITY PLANNING DEPT., CALIF.
NOTES: HUD-CALIF. P-184(G)
URBAN PLANNING, CALIFORNIA, ECONOMICS, URBAN AREAS, MINORITY GROUPS, ECONOMIC DEVELOPMENT, AREA PLANNING AND DEVELOPMENT, OAKLAND(CALIFORNIA)
THE ECONOMIC DEVELOPMENT PROGRAM FOR THE CITY OF OAKLAND CONSISTS OF SIX ELEMENTS ASSESSMENT OF THE CITYS FUTURE POTENTIAL, PROBLEMS AND OBSTACLES TO OAKLANDS FUTURE POTENTIAL, PROGRAMS FOR A NEW ECONOMIC BASE, REQUIREMENTS FOR A HOUSING PROGRAM, MANPOWER PROGRAMS FOR DEVELOPING OAKLANDS HUMAN RESOURCES, AND PROGRAMS FOR MINORITY NEIGHBORHOODS.
NTIS: PB-191 823 CFSTI PRICES HC$3.00 MF$0.65

4726 SUMMARY REPORT OF TRAINING ACTIVITIES. NAVAJO SCHOOL BOARD TRAINING PROJECT. JUN 72
STOUT, IRVING W.;PRATT, WAYNE T.
BUREAU OF INDIAN AFFAIRS (DEPT. OF INTERIOR), WINDOW ROCK, ARIZ.
NOTES: 15P.
AMERICAN INDIANS, BOARDS OF EDUCATION, COMMUNITY ATTITUDES, CULTURAL AWARENESS, CURRICULUM DEVELOPMENT, EDUCATIONAL NEEDS, INSTRUCTIONAL STAFF, PARENT PARTICIPATION, SCHOOL COMMUNITY RELATIONSHIP, TRAINING, VOCATIONAL EDUCATION, NAVAJOS
A BRIEF SUMMARY OF CONCLUSIONS REACHED BY CONSULTANTS AND AN INTERPRETIVE SUMMARY OF REPORTS MADE BY SMALL DISCUSSION GROUPS DURING THE NAVAJO COMMUNITY SCHOOL BOARD TRAINING PROJECT ARE PRESENTED IN THIS REPORT. MAJOR CONCLUSIONS ARE THAT NAVAJOS TOOK THE TRAINING SESSIONS SERIOUSLY, THAT THE TRAINEES COULD NOT BE RUSHED, THAT THE

(CONT.)
4726 TRAINEES RECOGNIZED THE VALUES OF BOTH THE OLD AND THE NEW IN SUCH MATTERS AS CURRICULUM, THAT THE GREATEST AREA OF SENSITIVITY WAS IN THE FIELD OF RELATIONSHIPS, AND THAT THE TRAINEES RECOGNIZED THEIR OWN LIMITATIONS AND FREELY EXPRESSED A DESIRE FOR CONTINUED TRAINING. TOPICS DISCUSSED IN THE INTERPRETIVE SUMMARY OF REPORTS INCLUDE CURRICULUM DEVELOPMENT, PARENT-SCHOOL AND COMMUNITY-SCHOOL RELATIONSHIPS, TRAINING PROBLEMS, AND STAFF SELECTION. (PS)
ERIC: ED068231

4727 SUMMARY, EVALUATION AND LONG-RANGE PLANS FOR RELATED WORK. FINAL REPORT, NO. 30. SEP 68
MCCLOSKEY, GORDON
WASHINGTON STATE COORDINATING COUNCIL FOR OCCUPATIONAL EDUCATION, OLYMPIA. WASHINGTON STATE UNIV., PULLMAN. DEPT. OF EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-4-7-070031-1626
NOTES: 30P.
ACADEMIC ASPIRATION, CAREER OPPORTUNITIES, CLUSTER GROUPING, CURRICULUM DEVELOPMENT, EXPERIMENTAL CURRICULUM, INSTRUCTIONAL AIDS, INSTRUCTIONAL MATERIALS, INTERAGENCY COORDINATION, INTERDISCIPLINARY APPROACH, JOB SKILLS, NONCOLLEGE PREPARATORY STUDENTS, OCCUPATIONAL ASPIRATION, RESEARCH REVIEWS (PUBLICATIONS), SOCIOECONOMIC INFLUENCES, VOCATIONAL EDUCATION
THIS DOCUMENT IS A SUMMARY AND EVALUATION OF A 3-YEAR INTERDISCIPLINARY, INTERAGENCY EFFORT TO IMPROVE VOCATIONAL EDUCATION. TWENTY-NINE COMPONENT REPORTS ARE SUMMARIZED AND INTERPRETED WITH RESUMES IN FOUR INTERRELATED EFFORTS (1) IDENTIFICATION OF SOCIOECONOMIC FACTORS THAT AFFECT PUPILS OCCUPATIONAL AND EDUCATIONAL ASPIRATIONS, EXPECTATIONS AND PLANS, (2) IDENTIFICATION OF CLUSTERS OF CAPABILITIES (CONCEPTS, KNOWLEDGE, SKILLS AND ATTITUDES) THAT ARE WIDELY USEFUL IN OCCUPATIONS PROVIDING OPPORTUNITIES FOR YOUTH WHO DO NOT COMPLETE COLLEGE, (3) DEVELOPMENT AND PILOT TESTING OF SEMI-SELF-INSTRUCTIONAL SYSTEMS DESIGNED TO HELP PUPILS ACQUIRE LEVELS OF COGNITIVE AND MOTOR CAPABILITIES DEFINED AS ADEQUATE FOR EFFECTIVE WORK, AND (4) EXPERIMENTAL ORGANIZATION OF U.S. NAVY TRAINING AIDS FOR USE IN CIVILIAN VOCATIONAL EDUCATION PROGRAMS. PLANS FOR CONTINUATION OF RELATED WORK ARE SUMMARIZED. (MM)
ERIC: ED024820

4728 SUMMER EMPLOYMENT AND RELATED EXPERIENCES FOR HEARING IMPAIRED YOUTH IN MINNESOTA 70 JAN
LAURITSEN, ROBERT:AND OTHERS
J REHABIL DEAF:3:3:16-32
AURALLY HANDICAPPED, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT EXPERIENCE, EXCEPTIONAL CHILD SERVICES, JOB DEVELOPMENT, JOB PLACEMENT, REHABILITATION PROGRAMS, SUMMER PROGRAMS, VOCATIONAL COUNSELING, WORK EXPERIENCE PROGRAMS
ERIC: EJ017376

4729 SUMMER EMPLOYMENT TRAINING AND DEVELOPMENT PROGRAMS IDEA BOOK. MAR 72
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF TRAINING.
NOTES: 64P.
DEVELOPMENTAL PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, JOB TRAINING, MANPOWER DEVELOPMENT, RESOURCE GUIDES, SUMMER PROGRAMS, TRAINING TECHNIQUES
THIS BOOKLET WAS COMPILED FROM INFORMATION RECEIVED FROM EMPLOYMENT AGENCIES INVOLVED IN THE FEDERAL SUMMER JOBS PROGRAM OVER THE PAST FIVE YEARS AND IS INTENDED TO PROVIDE EMPLOYMENT STAFFS WITH A REFERENCE TO VARIOUS IDEAS, TECHNIQUES, AND RESOURCES USEFUL IN TRAINING SUMMER EMPLOYEES. IDEAS AND TECHNIQUES ARE PRESENTED IN OUTLINE AND SUMMARY FORM. SAMPLES OF TRAINING AND GUIDANCE MATERIALS ARE PROVIDED AS ARE DESCRIPTIONS AND SOURCES OF PRE-PACKAGED COURSES IN BASIC EDUCATION, JOB AND CONSUMER COUSELING, AND BIBLIOGRAPHIES OF PUBLICATIONS AND FILMS APPROPRIATE FOR USE IN TRAINING ACTIVITIES. (AUTHOR/SN)
ERIC: ED083792

4730 SUMMER JOBS FOR STUDENTS W 72
DILLON, DONALD
OCCUPATIONAL OUTLOOK QUARTERLY:16:4:16-19
CAREER PLANNING, EMPLOYMENT OPPORTUNITIES, JOB APPLICATION, PART TIME JOBS, RESOURCE MATERIALS, SEASONAL EMPLOYMENT, STUDENT EMPLOYMENT, VOCATIONAL DEVELOPMENT
ERIC: EJ072951

4731 A SUMMER PROGRAM FOR HISPANO HIGH SCHOOL STUDENTS. A REPORT FOR THE SECOND YEAR, JUNE 15, - JULY 13, 1970. 70
SALAZAR, TONY
COLORADO UNIV., BOULDER. DEPT. OF PHYSICS AND ASTROPHYSICS. DENVER COUNTY PUBLIC SCHOOLS, COLO.
NOTES: 21P.
COLLEGE PREPARATION, COUNSELING SERVICES, DISADVANTAGED YOUTH, DISCUSSION GROUPS, INTEREST TESTS, MEXICAN AMERICANS, MOTIVATION, PARENT PARTICIPATION, PHYSICS EXPERIMENTS, PROGRAM DESCRIPTIONS, SECONDARY SCHOOL STUDENTS, SUMMER SCIENCE PROGRAMS, TUTORING, URBAN YOUTH, VOCATIONAL COUNSELING, VOLUNTEERS
THE GOAL FOR THE SECOND YEAR OF THE COLORADO MEXICAN-AMERICAN STUDENT PROGRAM WAS TO MOTIVATE AND INSPIRE A SELECTED NUMBER OF HIGH SCHOOL STUDENTS TO SEEK A COLLEGE EDUCATION. STUDENTS FOR THE PROGRAM WERE SELECTED ACCORDING TO 5 CRITERIA (1) MEXICAN AMERICAN ANCESTRY, (2) PROMISING ACADEMIC POTENTIAL, (3) COMPLETION OF GRADE 10, (4)

(CONT.)
4731 AVERAGE OR ABOVE AVERAGE ACHIEVEMENT IN ACADEMIC OR SOCIAL ACTIVITIES, AND (5) SOME DEGREE OF UNDERACHIEVEMENT. PROGRAM CHANGES FOR THE SECOND YEAR INCLUDED MORE TEACHER AND COUNSELOR INVOLVEMENT IN STUDENT SELECTION; AN INCREASE IN THE NUMBER OF STUDENTS PARTICIPATING (FROM 21 TO 26); PAYMENT OF THE PROGRAM DIRECTORS SALARY BY THE DENVER PUBLIC SCHOOLS; AND ADMINISTRATION OF VARIOUS VOCATIONAL INTEREST TESTS ADMINISTERED TO THE STUDENTS. THE 4-WEEK SUMMER SESSION CONSISTED OF DISCUSSION GROUPS, LECTURES, AND LABORATORIES ON SUCH TOPICS AS ASTRONOMY, SOCIAL PROTEST, HISPANO HISTORY, PHYSICS, AND PSYCHOLOGY. THE WINTER FOLLOW-UP PROGRAM CONSISTED OF SOCIAL EVENTS AND A TUTORING PROGRAM. THE DOCUMENT CONTAINS A PROGRAM DESCRIPTION AND RESPONSES OF 25 STUDENTS TO AN EVALUATION QUESTIONNAIRE. A RELATED DOCUMENT IS RC005904. (PS)
ERIC: ED058978

4732 SUMMER WORK-STUDY PROGRAM ON URBAN PROBLEMS FOR SECONDARY SCHOOL YOUTH FROM INNER-CITY COMMUNITIES. FINAL REPORT. 18 DEC 68
GLASSMAN, ALBERT I.;AND OTHERS
PHILADELPHIA SCHOOL DISTRICT, PA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-3-080844-4337 (085)
NOTES: 73P.
COMMUNITY AGENCIES (PUBLIC), COMMUNITY PROBLEMS, INNER CITY, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, QUESTIONNAIRES, RECRUITMENT, RESOURCE STAFF ROLE, SECONDARY SCHOOL STUDENTS, SUMMER PROGRAMS, WORK STUDY PROGRAMS, PHILADELPHIA, URBAN PROBLEMS WORK STUDY PROGRAM
DURING THE SUMMER OF 1968, 625 INNER-CITY SECONDARY SCHOOL YOUTH, AGES 14-18, PARTICIPATED IN A WORK-STUDY PROGRAM. OBJECTIVES WERE (1) TO INVOLVE INNER-CITY YOUTH IN THE DEVELOPMENT AND INTERPRETATION OF OPEN-ENDED URBAN PROBLEMS STUDY PROGRAMS; (2) TO DETERMINE THE EFFECTS OF INVOLVEMENT IN A VARIETY OF STUDY AND EMPLOYMENT EXPERIENCES RELATED TO THE IDENTIFICATION AND AMELIORATION OF URBAN PROBLEMS ON INDIVIDUAL AND GROUP BEHAVIOR OF INNER-CITY YOUTH; AND (3) TO DETERMINE THE EXTENT TO WHICH PROJECT ACTIVITIES IMPLEMENTED IN THE PROGRAM CAN BE DIFFUSED INTO THE REGULAR SCHOOL PROGRAM. TRAINEES, ORGANIZED INTO TEAMS OF 10-13, EACH LED BY A YOUNG ADULT TEAM LEADER, ENGAGED IN A DAILY 2-HOUR CLASSROOM SESSION AND A DAILY 4-HOUR WORK SESSION. IN MANY CASES, THEY DESIGNED THEIR OWN AFTERNOON WORK PROJECTS IN THE COMMUNITY. THE PROJECT WAS CHARACTERIZED BY INTENSIVE COMMUNITY INVOLVEMENT. THE FINDINGS OF A QUESTIONNAIRE EVALUATION SHOWED THAT THE TRAINEES WERE INTERESTED IN A WIDE RANGE OF OCCUPATIONS, INCLUDING NONPROFESSIONAL JOBS, AND THAT THEY DISLIKED OCCUPATIONS ASSOCIATED WITH THE OPPOSITE SEX. (AUTHOR)
ERIC: ED029226

4733 SUMMER YOUTH EMPLOYMENT GUIDE. 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
PROGRAM GUIDES, PROGRAM PLANNING, PROGRAM DESCRIPTIONS, ADMINISTRATOR GUIDES, PROGRAM DEVELOPMENT, SECONDARY GRADES, YOUTH EMPLOYMENT, SUMMER PROGRAMS, JOB DEVELOPMENT, JOB PLACEMENT, ADMISSION CRITERIA, INSTRUCTIONAL STAFF, PROGRAM ADMINISTRATION, DEVELOPMENTAL PROGRAMS, CAREER AWARENESS
THIS 2-PART EXPERIMENTAL AND DEMONSTRATION PROJECT REPORT IS BASED ON RESEARCH AND ANALYSIS CONDUCTED BY THE CENTER FOR URBAN PROGRAMS AT ST. LOUIS UNIVERSITY. PART I, WHICH IS DERIVED FROM OBSERVATIONS OF SUMMER YOUTH EMPLOYMENT PROGRAMS IN SEVERAL CITIES, DESCRIBES A GENERAL PROGRAM GUIDE FOR OPERATING FUTURE SUMMER YOUTH EMPLOYMENT PROGRAMS. GUIDELINES ARE OUTLINED FOR (1) OVERALL ORGANIZATION AND COORDINATION, (2) OVERALL TIMING, (3) STAFF AND TRAINING, (4) JOB DEVELOPMENT, (5) RECRUITING AND SELECTING YOUTH, (6) ORIENTING YOUTH, (7) REFERRAL AND PLACEMENT, (8) EVALUATION AND FINAL REPORT, AND (9) PLANNING THE NEXT SUMMER PROGRAM. THE GUIDE RECOMMENDS THAT OPERATIONS START APPROXIMATELY 6 MONTHS BEFORE THE END OF THE SCHOOL YEAR, WHICH NECESSITATES EARLY FUNDING SO THAT STAFF FOR EACH PHASE CAN BE HIRED. ALSO, SUCCESSFUL APPLICATION OF THE MODEL PROGRAM WOULD BE ENHANCED IF SMALL TEAMS OF LABOR DEPARTMENT PERSONNEL COULD PROVIDE TECHNICAL ASSISTANCE. PART II BRIEFLY SUMMARIZES THE SUMMER EMPLOYMENT ACTIVITIES IN ST. LOUIS, PHOENIX, AND NEW HAVEN, HIGHLIGHTING THE MAIN PROGRAM ELEMENTS AND DIFFERENCES BETWEEN THE PROGRAMS. AN OUTLINE OF A YOUTH ORIENTATION PROGRAM AND A SUGGESTED SUMMER PROGRAM FOR 14-15 YEAR OLDS ARE APPENDED. (SB)
AIM/ARM: VT015381

4734 SUMMER YOUTH OPPORTUNITY PROGRAM 1968
DISTRICT OF COLUMBIA DEPT. OF PUBLIC HEALTH, WASHINGTON, D.C.
NOTES: FINAL REPT. 37P
MANPOWER UTILIZATION, YOUTHS, EMPLOYMENT, PROJECTS, DISADVANTAGED YOUTH, DEMONSTRATION PROJECTS, SRS
THE REPORT DESCRIBES A PROJECT DESIGNED TO DEVELOP A SUMMER PROJECT EMPLOYMENT PROGRAM FOR WASHINGTON, D.C. YOUTH BY COORDINATING THE EFFORTS OF SEVERAL PUBLIC AGENCIES AND PRIVATE ASSOCIATIONS. THE CONCEPT OF YOUTH EMPLOYMENT FOR THE SUMMER OF 1968 WAS BROADENED IN SCOPE TO INCLUDE REFERRALS FOR MORE YOUTHS IN THE 14-15 YEAR OLD BRACKET AS WELL AS THE TRADITIONAL 16-21 YEAR OLD AGE GROUP. THE RESULTS OF THE STUDY SHOULD BE OF VALUE TO PERSONS SEEKING TO DEVELOP EMPLOYMENT PROGRAMS FOR HANDICAPPED AND UNDERPRIVILEGED YOUTH. (AUTHOR MODIFIED ABSTRACT)
NTIS: PB-217 016/5 NTIS PRICES PC$4.00/MF$0.95

4735 SUPERTANKERS TURN TAPS TO REVEILLE SEP 74
LARKIN, TIMOTHY
MANPOWER:6:9:15-20
JOB TRAINING, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, DEPRESSED AREAS (GEOGRAPHIC), MINORITY GROUPS, TRAINING OBJECTIVES, BUILDING TRADES, SHIPBUILDING, JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
SEVEN YEARS AFTER THE BROOKLYN NAVY YARD WAS CLOSED, THE YARD WAS REOPENED THROUGH THE EFFORTS OF SEATRAIN SHIPBUILDING CORPORATION TO BUILD OIL TANKERS. A TRAINING PROGRAM FOR UNEMPLOYED AND UNSKILLED MINORITY GROUP MEMBERS IN THE AREA OF THE YARD WAS ESTABLISHED THROUGH JOBS, REVITALIZING AN ECONOMICALLY DEPRESSED AREA. (AG)
ERIC: EJ103692

4736 SUPERVISED OCCUPATIONAL EXPERIENCE RECORD BOOK FOR AGRICULTURAL RESOURCE CONSERVATION, ENVIRONMENTAL MANAGEMENT AND FORESTRY. 75
NICKLES, TOM
OHIO STATE DEPT. OF EDUCATION, COLUMBUS. AGRICULTURAL EDUCATION SERVICE.; OHIO STATE UNIV., COLUMBUS. DEPT. OF AGRICULTURAL EDUCATION.
NOTES: 49P.; FOR RELATED DOCUMENT, SEE CE 006 592
AGRICULTURAL EDUCATION, INSTRUCTIONAL MATERIALS, JOB TRAINING, NATURAL RESOURCES, OFF FARM AGRICULTURAL OCCUPATIONS, RECORDKEEPING, RECORDS (FORMS), SECONDARY EDUCATION, VOCATIONAL AGRICULTURE, WORKBOOKS, WORK EXPERIENCE PROGRAMS, OHIO
THE RECORD BOOK WAS DESIGNED TO MEET THE OCCUPATIONAL EXPERIENCE RECORDKEEPING REQUIREMENTS OF VOCATIONAL AGRICULTURE STUDENTS ENROLLED IN FORESTRY, ENVIRONMENTAL MANAGEMENT, OR AGRICULTURE RESOURCE CONSERVATION PROGRAMS IN OHIO. IT PROVIDES GUIDELINES AND FORMS FOR RECORDING ON-THE-JOB, IN-THE-SCHOOL LAB, AND OCCUPATIONAL EXPERIENCE PROJECT DATA. UNITS COVER CAREER ORIENTATION, OCCUPATIONAL EXPERIENCE PROGRAM PLANNING, MONTHLY WORK RECORDS AND SUMMARY, FINANCIAL RECORDS, PERSONAL NET WORTH STATEMENT, AND OCCUPATIONAL EXPERIENCE PROGRAM SUMMARY. (LH)
ERIC: ED119004 HARLAN E. RIDENOUR, DIRECTOR, OHIO AGRICULTURAL EDUCATION CURRICULUM MATERIALS SERVICE, ROOM 254, 2120 FYFFE ROAD, COLUMBUS, OHIO 43210 ($2.00)

4737 SUPERVISED OCCUPATIONAL EXPERIENCE RECORD BOOK FOR AGRICULTURAL RESOURCES CONSERVATION, ENVIRONMENTAL MANAGEMENT AND FORESTRY TEACHERS GUIDE. 75
NICKLES, TOM
OHIO STATE DEPT. OF EDUCATION, COLUMBUS. AGRICULTURAL EDUCATION SERVICE.; OHIO STATE UNIV., COLUMBUS. DEPT. OF AGRICULTURAL EDUCATION.
NOTES: 43P.; FOR RELATED DOCUMENT, SEE CE 006 591
AGRICULTURAL EDUCATION, JOB TRAINING, NATURAL RESOURCES, RECORDKEEPING, SECONDARY EDUCATION, TEACHING GUIDES, TEACHING METHODS, VOCATIONAL AGRICULTURE, WORK EXPERIENCE PROGRAMS, OHIO
THE GUIDE IS DESIGNED TO AID THE INSTRUCTOR IN IMPLEMENTING THE STUDENT GUIDE ENTITLED SUPERVISED OCCUPATIONAL EXPERIENCE RECORD BOOK FOR AGRICULTURAL RESOURCE CONSERVATION, ENVIRONMENTAL MANAGEMENT AND FORESTRY. INTENDED FOR USE IN THE SECONDARY LEVEL VOCATIONAL AGRICULTURE CURRICULUM. GENERAL CONCEPTS, STUDENT RECORD-KEEPING SKILLS, AND EXAMPLES ARE PRESENTED FOR THE SIX WORKBOOK UNITS. RECORDKEEPING ACTIVITIES COVER THE THREE VOCATIONAL AGRICULTURE PROGRAMS OF AGRICULTURAL RESOURCE CONSERVATION, ENVIRONMENTAL MANAGEMENT, AND FORESTRY. IT WILL FULFILL THE RECORDKEEPING OBJECTIVES OF THREE SEPARATE PROGRAMS OF SUPERVISED OCCUPATIONAL EXPERIENCE JOB PLACEMENT, PRODUCTION OR IMPROVEMENT PROJECTS, AND SCHOOL LABORATORY EXPERIENCES. (LH)
ERIC: ED119005 HARLAN E. RIDENOUR, OHIO AGRICULTURAL EDUCATION CURRICULUM MATERIALS SERVICE, ROOM 254, 2120 FYFFE ROAD, COLUMBUS, OHIO 43210 ($4.25)

4738 SUPERVISING COACHES IN MANPOWER PROGRAMS A MANUAL FOR SUPERVISORS. FINAL REPORT. SEP 71
MILLER, C. DEAN;AND OTHERS
COLORADO STATE UNIV., FT. COLLINS. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 106P.
GUIDELINES, MANUALS, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, PERSONNEL EVALUATION, PERSONNEL SELECTION, PROGRAM PLANNING, SUPERVISOR QUALIFICATIONS, SUPERVISORS, SUPERVISORY TRAINING
THE DOCUMENT IS A HANDBOOK WHICH PROVIDES GUIDELINES FOR BOTH EXPERIENCED AND INEXPERIENCED SUPERVISORS OF JOB COACHES, ON SUCH TOPICS AS DEVELOPING EFFECTIVE SUPERVISORY SKILLS; FACTORS RELATED TO THE SELECTION OF COACHES; OUTLINES OF AND SUGGESTIONS FOR DEVELOPING AND CONDUCTING ORIENTATION AND TRAINING PROGRAMS; AND PITFALLS OF SUPERVISION AS REPORTED BY BOTH COACHES AND THEIR SUPERIORS. THE MANUAL MAY ALSO SERVE AS A VALUABLE RESOURCE IN THE PLANNING AND DIRECTION OF JOB COACHING PROGRAMS. (AUTHOR)
ERIC: ED093330 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 468, MF $1.45, HC $3.00)

4739 SUPERVISOR PERCEPTIONS OF OCCUPATIONAL ENVIRONMENTS AND ROES CLASSIFICATION OF OCCUPATIONS. SEP 68
BORGEN, FRED H.;WEISS, DAVID J.
AMERICAN PSYCHOLOGICAL ASSOCIATION, WASHINGTON, D.C.; MINNESOTA UNIV., MINNEAPOLIS. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 23P.; PAPER PRESENTED AT THE AMERICAN PSYCHOLOGICAL ASSOCIATION CONVENTION, SAN FRANCISCO, CALIFORNIA, AUGUST 30--SEPTEMBER 3, 1968
JOB ANALYSIS, JOB SATISFACTION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION,

(CONT.)
4739 OCCUPATIONAL SURVEYS, OCCUPATIONS, ORGANIZATIONAL CLIMATE, WORK ENVIRONMENT
THIS STUDY PROVIDES EMPIRICAL VALIDATION FOR ROES SYSTEM OF CLASSIFICATION OF OCCUPATIONS BY COMPARING DESCRIPTIONS WITHIN THAT SYSTEM WITH DESCRIPTIONS GIVEN BY IMMEDIATE SUPERVISORS THROUGH THE MINNESOTA JOB DESCRIPTION QUESTIONNAIRE (MJDQ). THE MJDQ YIELDS OCCUPATIONAL REINFORCER PATTERN (ORP) DEPICTING RELATIVE MAGNITUDES OF 21 REINFORCERS FOR EACH OF THE 81 OCCUPATIONS SURVEYED. ONE-WAY ANALYSIS OF VARIANCE TESTED THE HYPOTHESIS THAT DIFFERENT MEAN ORP VALUES WOULD BE FOUND FOR OCCUPATIONS GROUPED AT THE SIX DIFFERENT LEVELS OF ROES CLASSIFICATION. STATISTICALLY SIGNIFICANT DIFFERENCES WERE FOUND ON 15 ORP VARIABLES WITHIN FOUR LEVELS. WORKERS AT HIGHER LEVELS SCORED HIGHER IN RESPONSIBILITY, CREATIVITY, ANTONOMY, AUTHORITY, AS WELL AS IN ACHIEVEMENT, ABILITY, UTILIZATION, SOCIAL STATUS, AND LOWER IN SUPERVISION-TECHNICAL. MORE REINFORCERS WERE FOUND TO BE AVAILABLE TO HIGHER LEVEL OCCUPATIONS, AND THESE REINFORCERS WERE PRIMARILY INTRINSIC. EXTRINSIC REINFORCERS SHOWED NO SIGNIFICANT DIFFERENCES BETWEEN LEVELS. (BP)
ERIC: ED030150

4740 SUPERVISOR TRAINING A COMPREHENSIVE TRAINING PROGRAM FOR MANPOWER DEVELOPMENT SUPERVISORS A COURSE MONOGRAPH, NO. 7 IN A SERIES. JUN 75
MINOR, BILLY J.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DLMA-31-26-74-05
NOTES: 52P.; FOR RELATED DOCUMENTS, SEE ED 123 525-531 AND CG 010 682
COURSE DESCRIPTIONS, CURRICULUM DEVELOPMENT, GOVERNMENT EMPLOYEES, HUMAN SERVICES, INSERVICE PROGRAMS, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, MANUALS, PERSONNEL, PROGRAM DESCRIPTIONS, UNDERGRADUATE STUDY, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM
THIS PAPER DESCRIBES HOW A FIVE-DAY SUPERVISOR TRAINING PROGRAM WAS DESIGNED AND OFFERED COOPERATIVELY FOR THE PERSONNEL DEPARTMENT OF A CITY OF 100,000 POPULATION. IT INCLUDES THE CONTENT AND RELATED LEARNING EXPERIENCES WHICH WERE DEVELOPED FOR THE TRAINING AND AN EVALUATION OF THE RESULTS. THE COURSE COVERS BASIC SUPERVISION SKILLS FOR NEWLY APPOINTED SUPERVISORS OF PERSONNEL WHO ARE EMPLOYED BY CITIES, TOWNSHIPS, AND COMMUNITY AGENCIES FUNDED IN PART BY COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) FUNDS, SUCH AS PROCEDURES FOR OUTLINING, DIRECTING, FACILITATING AND EVALUATING THE WORK OF CETA EMPLOYEES. THE COURSE WAS DEVELOPED FOR USE AS A COMPONENT OF THE UNDERGRADUATE PROGRAM IN HUMAN RESOURCES DEVELOPMENT AT OAKLAND UNIVERSITY. (AUTHOR)
ERIC: ED126394 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

4741 SUPERVISOR TRAINING PROGRAMS ON MINORITY EMPLOYMENT SUGGESTED CONCEPTS AND PROCEDURES. ILLINOIS STUDIES OF THE ECONOMICALLY DISADVANTAGED, TECHNICAL REPORT NUMBER 16. MAY 72
CHERRINGTON, DAVID J.
ILLINOIS UNIV., URBANA. DEPT. OF PSYCHOLOGY. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 57P.
CROSS CULTURAL TRAINING, CULTURE CONFLICT, EMPLOYER EMPLOYEE RELATIONSHIP, GHETTOS, MANAGEMENT DEVELOPMENT, MIDDLE CLASS CULTURE, MIDDLE CLASS VALUES, MINORITY GROUPS, NEGRO CULTURE, PERCEPTION, RACE RELATIONS, SUPERVISORS, SUPERVISORY TRAINING, TRAINING TECHNIQUES, WORK ATTITUDES
THE PURPOSES OF THIS REPORT ARE TO PRESENT THE NARRATIONS OF THE SLIDE-TAPE PRESENTATION CULTURAL DIFFERENCES IN INDUSTRY, AND A READERS THEATER SCRIPT UNDERSTANDING CULTURAL DIFFERENCES, AND TO DOCUMENT AND DESCRIBE THEIR DEVELOPMENT AND POSSIBLE USE. THESE MATERIALS WERE DESIGNED AS TRAINING TOOLS FOR TEACHING CULTURAL DIFFERENCES BETWEEN THE BLACK GHETTO CULTURE AND WHITE MIDDLE-CLASS CULTURE, PRIMARILY TO WHITE COLLEGE STUDENTS AND WHITE SUPERVISORS AND FOREMEN. BY UNDERSTANDING CULTURAL BACKGROUNDS OF INDIVIDUALS FROM DIFFERENT CULTURES, IT WAS ANTICIPATED THAT ONE COULD MORE CORRECTLY INTERPRET THE MOTIVES AND ACTIONS OF OTHERS AND REDUCE THE CONFLICT AND MISUNDERSTANDING WHICH MIGHT OTHERWISE OCCUR. THE OBJECTIVE OF THE SLIDE-TAPE PRESENTATION WAS TO PRESENT A SYSTEMATIC LISTING OF EIGHT OF THE MOST SALIENT CULTURAL DIFFERENCES BETWEEN THE WHITE MIDDLE-CLASS CULTURE AND THE BLACK GHETTO CULTURE. A THEORETICAL OR HISTORICAL EXPLANATION IS GIVEN FOR EACH DIFFERENCE, AND SOME OF THE POSSIBLE EFFECTS OF THESE CULTURAL DIFFERENCES IN INDUSTRY, SUCH AS MISUNDERSTANDING AND CONFLICT, ARE DESCRIBED. IN THE READERS THEATER SCRIPT, THESE CULTURAL DIFFERENCES ARE PORTRAYED IN A REAL LIFE SETTING SHOWING TWO QUITE OPPOSITE INTERPRETATIONS OF A BLACK EMPLOYEES BEHAVIOR. (AUTHOR/JM)
ERIC: ED073193

4742 SUPERVISORS MANUAL YOUTH TUTORING YOUTH. 68
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 77P.
COMMUNITY INVOLVEMENT, DISADVANTAGED YOUTH, EDUCATIONALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, MANUALS, SUPERVISION, TUTORIAL PROGRAMS, TUTORING
YOUTH TUTORING YOUTH IS AN AFTER SCHOOL (OR SUMMER) TUTORIAL PROGRAM IN WHICH 14 AND 15 YEAR OLD IN-SCHOOL NEIGHBORHOOD YOUTH CORPS ENROLLEES EARN MONEY BY HELPING YOUNGER CHILDREN ENJOY READING, WRITING AND OTHER SKILLS OF EXPRESSION. THE PROGRAM INVOLVES COMMUNITY MEMBERS AS SUPERVISORS, AIDES, TUTORS AND TUTEES. THIS MANUAL IS DIVIDED INTO TWO PARTS. THE FIRST PART IS CONCERNED WITH THE GOALS, ORGANIZATION, RECRUITING, DATA COLLECTION, FUNDING, MATERIALS, TRAINING AND TESTING, ASPECTS OF THE PROGRAM. THESE

(CONT.)

4742 ASPECTS ARE BRIEFLY DESCRIBED AND FORM A BASIS FOR PART TWO, WHICH IS COMPRISED OF RESOURCE CHAPTERS. SUBJECTS COVERED ARE MATERIALS FOR TUTORING, RECRUITMENT, ROLE PLAYING, WORKSHOPS, REMEDIATION, TESTING, AND COMMERCIAL MATERIALS. SPECIFIC SUGGESTIONS AND MATERIALS ARE GIVEN FOR EACH OF THE ABOVE. (KJ)
ERIC: ED034247

4743 SUPERVISORY SELECTION: THE ACID TEST OF AFFIRMATIVE ACTION 1976
FULMER, W.E.
PERSONNEL, VOL.53, NO.6, NOV/DEC 1976, P. 40-46.
AFFIRMATIVE ACTION, BLUE COLLAR WORKER, CAREER DEVELOPMENT, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES IN BUSINESS, PERSONNEL MANAGEMENT, PROMOTION, SUPERVISOR, WOMEN IN BUSINESS
MINORITIES AND WOMEN MUST BE UPGRADED INTO SUPERVISORY POSITIONS TO ACHIEVE WHAT HAS BEEN CALLED THE THIRD STAGE OF EQUAL OPPORTUNITY ENFORCEMENT. FIRST-LINE SUPERVISORY POSITIONS WILL BENEFIT FROM AN IMPROVEMENT IN PROCEDURES FOR SUPERVISOR SELECTION.
MGMT: PER76K0040

4744 SUPERVISORY WORKBOOK ON BEHAVIOR MODIFICATION. APR 72
ARKIN, RONALD; AND OTHERS
MENTEC CORP., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 33P.
BEHAVIOR CHANGE, COMMUNICATION PROBLEMS, DISADVANTAGED GROUPS, INSTRUCTIONAL AIDS, SOCIAL REINFORCEMENT, SUPERVISORY TRAINING, WORKBOOKS, OPERATION PATHFINDER
THIS WORKBOOK IS DESIGNED TO BE USED WITH THE TRAINERS MANUAL IN SUPERVISORY TRAINING SESSIONS ON BEHAVIOR MODIFICATION OF EMPLOYEES. THIS IS ONE OF FOUR MANUALS PREPARED TO AID SUPERVISORS IN TRAINING DISADVANTAGED GROUPS USING SOCIAL REINFORCEMENT TECHNIQUES. RELATED DOCUMENTS ARE AVAILABLE AS VT 018 031-VT 018 035 IN THIS ISSUE. (MF)
ERIC: ED070838

4745 SUPPLEMENTAL LABOR MARKET INFORMATION AS A MEANS TO INCREASE THE EFFECTIVENESS OF JOB-SEARCH ACTIVITY. FINAL REPORT. AUG 68
STEVENS, DAVID W.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. INST. FOR RESEARCH ON HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. OEC-31-43-67-05
NOTES: 207P.
BEHAVIOR CHANGE, CONTROL GROUPS, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT SERVICES, EXPERIMENTAL GROUPS, INFORMATION SERVICES, INFORMATION UTILIZATION, JOB APPLICANTS, LABOR ECONOMICS, LABOR MARKET, QUESTIONNAIRES, SUCCESS FACTORS, UNEMPLOYED
THE PURPOSE OF THIS STUDY WAS TO DISCOVER WHETHER JOB SEEKERS CAN BE EXPECTED TO ACT ON THE BASIS OF NEW KNOWLEDGE ABOUT THE LOCAL LABOR MARKET, AND IF THEY DO ACT, WHETHER THEIR PROBABILITY OF SUCCESS IN FINDING A JOB IS INCREASED. THIS SUPPLEMENTARY LABOR MARKET INFORMATION EXPERIMENT WAS CONDUCTED IN A SINGLE EMPLOYMENT SERVICE OFFICE AND INCLUDED 777 MALE REGISTRANTS 390 IN THE EXPERIMENTAL GROUP, 387 IN THE CONTROL GROUP. TWENTY-SEVEN PERCENT OF THE PARTICIPANTS WERE NEGRO, 80 PERCENT WERE BETWEEN 20 AND 50 YEARS OF AGE, 46 PERCENT HAD 12 OR MORE YEARS OF EDUCATION, AND 69 PERCENT HAD THREE OR MORE DEPENDENTS. THE FINDINGS INCLUDE (1) THE LEVEL OF SEARCH ACTIVITY FOR PARTICIPANTS OF THE EXPERIMENTAL GROUP WAS 40 PERCENT HIGHER THAN THE CONTROL GROUP, (2) NEGRO RECIPIENTS OF SUPPLEMENTAL INFORMATION WERE SIGNIFICANTLY MORE SUCCESSFUL IN FINDING JOBS DURING THE 9-WEEK STUDY PERIOD THAN WERE NEGRO PARTICIPANTS IN THE CONTROL GROUP, AND (3) THE RECEIPT OF SUPPLEMENTAL INFORMATION DID NOT SIGNIFICANTLY AFFECT THE LENGTH OF TIME THAT THE PARTICIPANTS WERE UNEMPLOYED AFTER REGISTERING WITH THE EMPLOYMENT SERVICE. (CH)
ERIC: ED024912

4746 SUPPLEMENTAL MEASURES OF LABOR FORCE UNDER UTILIZATION 1975
GILROY, C.L.
MONTHLY LABOR REVIEW, VOL.98, NO.5, MAY 1975, P. 13-23.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR MARKET, UNDERUTILIZATION, UNEMPLOYMENT
PRESENTS THREE METHODS OF LABOR FORCE UNDERUTILIZATION: LABOR FORCE TIME LOST UNEMPLOYMENT RATE IN FULL-TIME EQUIVALENT UNITS UNEMPLOYMENT SEVERITY IN TERMS OF DURATION.
MGMT: UML75E0013

4747 SUPPLEMENTAL TRAINING AND EMPLOYMENT PROGRAMS (STEP) HANDBOOK. FEB 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 67P.
EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, MANUALS, PARTICIPATION, PROGRAM BUDGETING, PROGRAM DESCRIPTIONS, PROGRAM LENGTH, RECORDKEEPING, WAGES, WORK EXPERIENCE, ELIGIBILITY, MANPOWER PROGRAMS, STEP
THE HANDBOOK PROVIDES A THOROUGH DESCRIPTION OF THE PHILOSOPHY AND OPERATING INSTRUCTIONS OF THE SUPPLEMENTAL TRAINING AND EMPLOYMENT PROGRAM (STEP). IT INCLUDES THE BACKGROUND; PURPOSE AND DESCRIPTION; SPONSORSHIP; PROJECT DEVELOPMENT, REVIEW, APPROVAL AND FUNDING; PROJECT DURATION; ELIGIBILITY REQUIREMENTS; LENGTH OF ENROLLMENT; PARTICIPANT TERMINATION; WORK STANDARDS; MONITORING; USER AGENCIES; RELATIONSHIP TO

(CONT.)

4747 OTHER PROGRAMS; DESCRIPTION OF SERVICES; OUTLINE OF PROGRAM ACTION STEPS; REPORTING; STIPEND PAYMENTS; AND FEDERAL RESPONSIBILITIES. (AUTHOR)
ERIC: ED084352 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 218 364, MF $1.45, HC $3.00)

4748 SUPPLY OF AND DEMAND FOR ACCOUNTING GRADUATES 1977
SWEENEY, D.
THE ACCOUNTING JOURNAL, VOL.1, NO.1, SPRING 1977, P. 76-82, BIBLIOG. 1
ACCOUNTING, COLLEGES AND UNIVERSITIES, CPA, DEMAND ANALYSIS, EDUCATION, EMPLOYMENT, HIRING, SUPPLY AND DEMAND
IN 1975, ACCORDING TO A STUDY BY THE AICPA, THE RATIO OF DEMAND TO SUPPLY OF ACCOUNTING GRADUATES DECREASED DUE TO A LARGE INCREASE IN SUPPLY OF RECENT GRADUATES AND ONLY MODERATE INCREASES IN THE NUMBER OF POSITIONS AVAILABLE.
MGMT: TAJ77N0076

4749 THE SUPPLY OF FEMALE LABOR IN WORLD WAR II
MARSHALL, A. W.;HIRSHLEIFER, J.
RAND CORP SANTA MONICA CALIF
NOTES: 2P
LABOR, FEMALES, MANPOWER STUDIES, UNITED STATES
THE PROBLEM OF THE REPORT WAS TO ANALYZE THE INFLUENCE OF VARIOUS DETERMINANTS ON THE FEMALE LABOR FORCE IN THE WORLD WAR II PERIOD, AND IN PARTICULAR TO DISCOVER WHETHER THE SUPPLY CURVE OF (FEMALE) LABOR WAS BACKWARD-SLOPING, AS SOME ANALYSTS HAD MAINTAINED. FROM THE METHODOLOGICAL POINT OF VIEW, THE MOST INTERESTING ASPECT OF THE STUDY WAS THE ATTEMPT TO TAKE EXPLICIT ACCOUNT OF THE AUTO-CORRELATION OF THE ERROR TERMS IN A MULTIPLE REGRESSION MODEL.
NTIS: AD-604 229 CFSTI PRICE PC$3.00

4750 THE SUPPLY OF LABOR AND THE INCENTIVE EFFECTS OF INCOME MAINTENANCE PROGRAMS. AUG 71
REA, SAMUEL ARTHUR, JR.
HARVARD UNIV., CAMBRIDGE, MASS. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 281P.; PH.D. DISSERTATION, HARVARD UNIVERSITY
ECONOMIC RESEARCH, GUARANTEED INCOME, LABOR SUPPLY, MOTIVATION, SIMULATION, UNEMPLOYMENT, WORKING HOURS
THE THEORY OF LABOR SUPPLY IS ANALYZED WITH SPECIAL ATTENTION TO THE RELATION BETWEEN LABOR SUPPLY AND UNEMPLOYMENT. TECHNIQUES FOR SIMULATING THE EFFECTS OF TRANSFER PROGRAMS ARE DEVELOPED. THE LITERATURE ON THE SUPPLY OF HOURS AND THE EFFECTS OF INCOME TAXES, SOCIAL SECURITY, AND PUBLIC ASSISTANCE IS REVIEWED. SUPPLY FUNCTIONS FOR THOSE AGE 25 AND OVER ARE ESTIMATED, AND THE SUPPLY RESPONSE TO ELEVEN ALTERNATIVE NEGATIVE INCOME TAX PLANS IS SIMULATED. A $2400 GUARANTEE FOR A FAMILY OF FOUR WITH A 50% TAX RATE IS ESTIMATED TO REDUCE HOURS SUPPLIED BY THE RECIPIENTS BY 12% AND DECREASE THE NUMBER IN THE LABOR FORCE BY 21%. THE SOCIAL SECURITY RETIREMENT TEST IS FOUND TO HAVE NO EFFECT ON HOURS SUPPLIED. (AUTHOR)
ERIC: ED091971 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 351, MF $1.45, HC $3.00)

4751 THE SUPPLY OF WOMEN ENLISTEES AND THEIR UTILIZATION IN THE NAVY JUN 76
ARBOGAST, KATE A.;STEWART, CHARLES T. JR
GEORGE WASHINGTON UNIV WASHINGTON D C GRADUATE SCHOOL OF ARTS AND SCIENCES
CONTRACT NO. N00014-75-C-0610
NOTES: 52P
MANPOWER UTILIZATION, WOMEN, NTISDODXA
THERE IS AN EXCESS SUPPLY OF QUALIFIED FEMALE VOLUNTEERS FOR THE NAVY. WIDER TRAINING AND OCCUPATIONAL OPPORTUNITIES WOULD ALLOW THE NAVY TO MEET 5-7% OF ITS ENLISTED PERSONNEL NEEDS WITH WOMEN. THE WIDER OCCUPATIONAL CHOICE, CHANGING REGULATIONS ON MARRIAGE AND PREGNANCY, AND ADOPTION OF THE SAME INDUCTION STANDARDS FOR WOMEN AS FOR MEN, GREATLY INCREASE THE POTENTIAL SUPPLY OF WOMEN FOR THE NAVY. (AUTHOR)
NTIS: AD-A034 516/5ST NTIS PRICES PC A04/MF A01

4752 SUPPLY RESPONSES OF THE UNEMPLOYED A PROBABILITY MODEL OF REEMPLOYMENT. FINAL REPORT. NOV 71
TOIKKA, RICHARD S.
WISCONSIN UNIV., MADISON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 230P.; PH.D. DISSERTATION, UNIVERSITY OF WISCONSIN
EMPLOYMENT, LABOR MARKET, LABOR SUPPLY, MODELS, OLDER ADULTS, PROBABILITY THEORY, UNEMPLOYED, UNEMPLOYMENT, WAGES, REEMPLOYMENT
THE SUBJECT OF THIS STUDY IS THE PROCESS BY WHICH UNEMPLOYED WORKERS ARE REEMPLOYED AFTER A LAYOFF. A THEORETICAL MODEL OF JOB SEARCH IS FORMULATED WITH ASKING PRICE BASED ON NUMBER OF JOB VACANCIES, DISTRIBUTION OF OFFERS, VALUE PLACED ON NONMARKET ACTIVITY, COST OF SEARCH ACTIVITY, AND INTEREST RATE. A PROBABILITY MODEL OF REEMPLOYMENT IS TESTED, USING ARMS CONTROL AND DISARMAMENT AGENCY SURVEY DATA. THE MAJOR FINDINGS ARE (A) OLDER WORKERS DO POORLY AFTER A LAYOFF IN LONG DURATION OF UNEMPLOYMENT AND LOW WAGE ON FIRST JOB ACCEPTED. (B) WAGE LEVEL ON FIRST JOB ACCEPTED AFTER LAYOFF IS POSITIVELY CORRELATED WITH EDUCATION UP TO THE LEVEL OF BACHELORS DEGREE AND THEN NEGATIVE RETURNS SET IN. (C) MANAGERIAL AND PROFESSIONAL WORKERS DO BETTER THAN OTHER GROUPS IN MAINTAINING INCOME AFTER LAYOFF. (MS)

(CONT.)
+752 ERIC: ED081921 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-204 599, MF $1.45, HC $3.00)

+753 A SUPPLY-DEMAND MODEL FOR VOCATIONAL-EDUCATION PLANNERS POST-SECONDARY INSTRUCTIONAL PROGRAM/OCCUPATIONAL MATRIX. PHASE 2. VOCATIONAL-TECHNICAL RESEARCH REPORT. MAR 73
SENIER, JOHN;ENDERLEIN, THOMAS E.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. DEPT. OF VOCATIONAL EDUCATION. PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. BUREAU OF VOCATIONAL, TECHNICAL, AND CONTINUING EDUCATION.
CONTRACT NO. 160
MODELS, MANPOWER NEEDS, VOCATIONAL EDUCATION, PROGRAM PLANNING, ITEM SAMPLING, OCCUPATIONAL SURVEYS, POST SECONDARY EDUCATION, INSTRUCTIONAL PROGRAMS, VOCATIONAL EDUCATION, OCCUPATIONS, EDUCATIONAL PLANNING, LABOR SUPPLY, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, SUPPLY/DEMAND MODEL
AS PART OF A LARGER STUDY TO DEVELOP A SUPPLY/DEMAND MODEL FOR VOCATIONAL EDUCATION PLANNERS, THIS PHASE OF THE STUDY WAS CONCERNED WITH DEVISING EFFECTIVE METHODS OF PROVIDING PROGRAM PLANNERS AND ADMINISTRATORS WITH CURRENT INFORMATION RELATING TO GRADUATES AND WHAT THEY DO UPON COMPLETION OF THEIR PROGRAMS. USING BASIC DATA OBTAINED FROM QUESTIONNAIRE RESPONSES FROM GRADUATES OF PENNSYLVANIAS PUBLIC COMMUNITY COLLEGES, COMMONWEALTH CAMPUSES OF PENNSYLVANIA STATE UNIVERSITY, AND PRIVATE AND PROPRIETARY SCHOOLS, INSTRUCTIONAL PROGRAM/OCCUPATION MATRICES WERE DEVELOPED. INCLUDED IN THE MATRICES IS INFORMATION ON GRADUATES WHO (1) DID NOT LOOK FOR WORK AFTER COMPLETING THEIR TRAINING, (2) CONTINUED THEIR EDUCATION FULL-TIME, (3) CONTINUED THEIR EDUCATION PART-TIME, (4) ENTERED THE MILITARY, (5) DID NOT ENTER THE LABOR FORCE FOR OTHER REASONS, AND (6) ENTERED THE LABOR FORCE. COMPARATIVE ANALYSES OF DATA ARE GIVEN. (AUTHOR/SN)
AIM/ARM: VT020346

+754 SUPPORTIVE SERVICES FOR DISADVANTAGED WORKERS AND TRAINEES. KEY ISSUE SERIES, NUMBER 12. 73
HESKES, DEBORAH A.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 60P.
ACTION PROGRAMS (COMMUNITY), ADULT VOCATIONAL EDUCATION, ANCILLARY SERVICES, COMPENSATORY EDUCATION PROGRAMS, DAY CARE SERVICES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, JOB TRAINING, LABORERS, LEGAL AID, MANPOWER DEVELOPMENT, MEDICAL SERVICES, TRAINEES, TRANSPORTATION
IMPROVING THE LOT OF THOSE WHO ARE THE LEAST PRODUCTIVE CAN BE APPROACHED IN TWO WAYS. THE FIRST IS TO MAKE THE SECONDARY JOBS MORE DESIRABLE BY INCREASING THE PAY RATE AND IMPROVING THE WORKING CONDITIONS AND OPPORTUNITIES FOR PROMOTION. THE SECOND APPROACH CONCENTRATES ON IMPROVING THE EMPLOYABILITY OF THESE INDIVIDUALS BY MOVING THEM UP ON THE WORKERS QUEUE. THE MANPOWER DEVELOPMENT AND TRAINING ACT AND THE ECONOMIC OPPORTUNITY ACT ATTEMPT TO DO THIS BY CREATING TRAINING PROGRAMS TO TEACH JOB SKILLS AND FURNISH COMPENSATORY EDUCATION. MANY OF THESE PROGRAMS AS WELL AS COMMUNITY ACTION PROJECTS HAVE ALSO PROVIDED VARIOUS SUPPORTIVE SERVICES TO HELP TRAINEES COMPETE IN THE LABOR MARKET. FOUR OF THESE SUPPORTIVE SERVICES ARE EXAMINED IN PART ONE OF THIS PAPER DAY CARE, MEDICAL CARE, TRANSPORTATION, AND LEGAL AID. THESE SERVICES MAY BE CRUCIAL TO SOME MEMBERS OF THE POPULATION. FIVE PROGRAMS, EACH OF WHICH WAS DESIGNED TO OFFER A PACKAGE OF TRAINING AND REMEDIAL EDUCATION JOB ORIENTATION AS WELL AS SUPPORTIVE SERVICES ARE DESCRIBED IN PART TWO. PART THREE BRIEFLY DESCRIBES REVENUE SHARING, AN ALTERNATIVE TO THE PROVISION OF MANPOWER SERVICES THROUGH FEDERAL CATEGORICAL PROGRAMS OR GRANTS. (AUTHOR/JM)
ERIC: ED084325 PUBLICATIONS DIV., NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIV., ITHACA, N.Y. 14850 ($2.00)

+755 SURVEY AND ANALYSIS OF IN-SCHOOL NYC PROGRAMS. FINAL REPORT. JUL 73
OZGEDIZ, SELCUK
SYSTEMS RESEARCH INC., LANSING, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 125P.
DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, FEDERAL AID, FEDERAL PROGRAMS, INFORMATION DISSEMINATION, OCCUPATIONAL GUIDANCE, OUT OF SCHOOL YOUTH, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PROGRAM GUIDES, URBAN YOUTH, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
IN A BROAD SENSE, THIS STUDY IS CONCERNED WITH INCREASING THE RESPONSIVENESS OF THE FEDERAL GOVERNMENT IN IMPROVING THE EMPLOYMENT PROSPECTS OF DISADVANTAGED YOUTH. IN A NARROWER SENSE, IT IS CONCERNED WITH INCREASING THE EFFECTIVENESS AND THE EFFICIENCY OF LOCAL IN-SCHOOL NEIGHBORHOOD YOUTH CORPS (NYC) PROGRAMS. THIS REPORT HAD FOUR SPECIFIC OBJECTIVES (1) TO PROVIDE A DESCRIPTIVE OVERVIEW OF THE TYPES OF PROGRAMMATIC ACTIVITIES CARRIED OUT BY IN-SCHOOL NYC PROGRAMS ACROSS THE NATION; (2) TO INVESTIGATE THE FACTORS CAUSING VARIATIONS IN THE SUCCESSFULNESS OF LOCAL IN-SCHOOL NYC PROGRAMS; (3) TO IDENTIFY AND DESCRIBE VARIOUS TYPES OF PROGRAM-LEVEL AND ACTIVITY-LEVEL INNOVATIONS THAT HAVE ORIGINATED AT THE LOCAL LEVEL IN IN-SCHOOL NYC; AND, (4) TO DEVELOP A DESIGN FOR THE ESTABLISHMENT OF A RETRIEVAL SYSTEM FOR THE REGULAR REPORTING, ANALYSIS, AND DISSEMINATION OF INFORMATION ON LOCALLY-BASED INNOVATIONS IN IN-SCHOOL NYC. THE PRIMARY SOURCES OF DATA FOR THE FUNDINGS SUMMARIZED IN THIS FINAL REPORT ARE THE NATIONWIDE CENSUS OF ALL LOCAL IN-SCHOOL NYC PROGRAMS AND THE IN-DEPTH INTERVIEWS

(CONT.)
4755 WITH THE 31 SELECTED LOCAL PROGRAMS. A MODULAR FRAMEWORK IS DEVELOPED TO CATEGORIZE AND DESCRIBE PROGRAMMATIC ACTIVITIES TYPICALLY CARRIED OUT BY LOCAL IN-SCHOOL NYC PROGRAMS. (AUTHOR/JM)
ERIC; ED084333 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PRICE NOT QUOTED)

4756 SURVEY OF POST-PLACEMENT EXPERIENCE OF TAT GRADUATES. APR 73
WORTH, CHARLES C.;AND OTHERS
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. ATOMIC ENERGY COMMISSION, OAK RIDGE, TENN.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 105P.
EMPLOYMENT PROGRAMS, FOLLOWUP STUDIES, GRADUATE SURVEYS, JOB PLACEMENT, JOB SATISFACTION, JOB TRAINING, MANPOWER DEVELOPMENT, POST SECONDARY EDUCATION, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, WORK EXPERIENCE, TAT, TRAINING AND TECHNOLOGY
AS A MANPOWER DEVELOPMENT PROGRAM, TRAINING AND TECHNOLOGY (TAT) COMBINES THE RESOURCES OF INDUSTRY, EDUCATION, AND GOVERNMENT TO OFFER SKILL AND TECHNICAL TRAINING TO THE UNEMPLOYED AND UNDEREMPLOYED. THIS FOLLOW-UP STUDY IS AN ATTEMPT TO COLLECT AND ANALYZE COMPREHENSIVE INFORMATION ABOUT THE POST-PLACEMENT EXPERIENCES OF TAT GRADUATES DURING THE 1966-1972 PERIOD SO AS TO DEVELOP AN EMPIRICAL BASE FOR SUGGESTING PROGRAM IMPROVEMENTS AND INDICATIONS OF ACTIONS NEEDED TO ALLEVIATE WORK ADJUSTMENT DIFFICULTIES. QUESTIONNAIRES ADMINISTERED TO 472 GRADUATES WERE USED TO OBTAIN THE DATA. FINDINGS INCLUDE (1) ON THE AVERAGE, GRADUATES HAVE BEEN EMPLOYED MORE THAN 90 PERCENT OF THE TIME SINCE GRADUATION, (2) STARTING WAGES WERE BETWEEN $2.84 AND $3.53 COMPARED WITH A PRE-TRAINING AVERAGE WAGE OF $1.93, (3) MOST OF THE GRADUATES WERE HIGHLY SATISFIED WITH THEIR JOBS AND RECEIVED RATINGS OF AVERAGE TO SUPERIOR, AND (4) THE MAJORITY OF GRADUATES FELT THAT THE TRAINING THEY RECEIVED WAS RELEVANT AND PROFITABLE. (SN)
ERIC; ED076797

4757 SURVEY OF PRACTICAL TRAINING IN INFORMATION SCIENCE. APR67
BRACKEN, MARILYN C. ;SCHILLING, CHARLES W.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. BIOLOGICAL SCIENCES COMMUNICATION PROJECT.
EDUCATIONAL PROGRAMS, EMPLOYMENT PROBLEMS, EMPLOYMENT TRENDS, INFORMATION CENTERS, INFORMATION SCIENCE, LIBRARIES, ON THE JOB TRAINING, PERSONNEL, QUESTIONNAIRES, UNIVERSITIES, WORK EXPERIENCE PROGRAMS, INFORMATION SPECIALISTS
THE SURVEY OF PRACTICAL TRAINING INDICATED THE NEED FOR TRAINED PERSONNEL IN THE FIELD OF INFORMATION SCIENCE. MANY ORGANIZATIONS HAVE FOUND PRACTICAL TRAINING TO BE A SATISFACTORY METHOD FOR FULFILLING THE DEMAND FOR TRAINED PERSONNEL. OTHER GROUPS INDICATE THAT THEIR PLANS FOR TRAINING PROGRAMS ARE STILL IN THE DEVELOPMENT STAGE. THE UNIVERSITIES HAVE FOUND THAT THEIR STUDENTS BENEFIT FROM PRACTICAL EXPERIENCE WHETHER IT BE AS A PART OF THE REQUIRED UNIVERSITY CURRICULUM OR AS A PART-TIME STUDENT WORKING OUTSIDE THE UNIVERSITY. AT THIS TIME MANY PROGRAMS ARE JUST BEGINNING TO TAKE SHAPE. GRADUATES OF UNIVERSITY PROGRAMS ARE BEGINNING TO ENTER THE FIELD IN LARGER NUMBERS. HOWEVER, THE NUMBER OF GRADUATES WILL NOT BE SUFFICIENT TO MEET THE DEMAND FOR TRAINED PERSONNEL IN INFORMATION SCIENCE. THE NEED FOR MORE PRACTICAL TRAINING PROGRAMS IS APPARENT AND CERTAINLY IN THE NEXT SEVERAL YEARS, THERE WILL BE A MAJOR INCREASE IN THE AVAILABILITY OF PRACTICAL TRAINING PROGRAMS IN INFORMATION SCIENCE. APPENDIXES INCLUDE INFORMATION ON TRAINING PROGRAMS WITHIN AND OUTSIDE UNIVERSITIES AND THE QUESTIONNAIRES USED FOR THE SURVEY. THIS DOCUMENT IS AVAILABLE AS PB-176-656 FROM THE CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151, $3.00 FOR HARD COPY, $0.65 FOR MICROFICHE. 33 PAGES. (AUTHOR)
ERIC; ED017279

4758 A SURVEY OF PRE AND POST RETIREMENT PROGRAMS OFFERED BY MAJOR EMPLOYERS OF METROPOLITAN CHICAGO. MAR 71
WILSON, THOMAS W.
CHICAGO DEPT. OF HUMAN RESOURCES, ILL.
NOTES; 102P.
EMPLOYER ATTITUDES, INDUSTRIAL RELATIONS, LABOR FORCE NONPARTICIPANTS, PROGRAM DEVELOPMENT, RETIREMENT, CHICAGO, ILLINOIS
THE PRESENT STUDY WAS CONCEIVED AS A MEANS OF GATHERING BASIC DATA ON CURRENT PRE- AND POST-RETIREMENT ACTIVITIES IN METROPOLITAN CHICAGO. FURTHER, THE RESEARCH WAS DESIGNED TO REFLECT THE ATTITUDE OF THE AREAS BUSINESS AND INDUSTRIAL COMMUNITY TOWARD SUCH PROGRAMMING. PLANNED IN MID-1969, THE STUDY WAS BEGUN OFFICIALLY WITH THE DISTRIBUTION IN OCTOBER OF AN INITIAL SURVEY QUESTIONNAIRE (APPENDIX B); DISTRIBUTION OF THE SECOND RESEARCH INSTRUMENT (APPENDIX C) BEGAN IN NOVEMBER. RECEIPT OF RETURNS FROM THE TWO RESEARCH PHASES WAS COMPLETED IN EARLY 1970. DETAILED PRESENTATION OF SURVEY DATA IS INCLUDED AS APPENDIX A. THE HIGH RESPONSE TO EACH SURVEY MAILING (MORE THAN 40% AND 97%, RESPECTIVELY) IS AN INDICATION OF THE PROJECTS SUCCESS. A TYPICAL PROGRAM IS LESS THAN 13 YEARS OLD; IS CONDUCTED BY THE PERSONNEL DEPARTMENT; HAS LITTLE DIRECT INVOLVEMENT FROM LABOR REPRESENTATIVES; AND IS PARTICIPATED IN ON A VOLUNTARY BASIS BY A MAJORITY OF EMPLOYEES. FEW FIRMS HAVE FULL-TIME OR EVEN PART-TIME RETIREMENT COUNSELORS. THE SECOND SECTION OF THE STUDY, USING A VOLUNTEER SAMPLE, INVOLVED AN EFFORT TO DOCUMENT REASONS WHY RETIREMENT PROGRAMS WERE NOT OFFERED BY FIRMS. (AUTHOR/DB)
ERIC; ED054409

4749 SURVEY OF RECENT LITERATURE RELEVANT TO OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR RURAL YOUTH. 69
MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 102P.; SEE ALSO CE088144
LITERATURE REVIEWS, RURAL EDUCATION, RURAL ENVIRONMENT, RURAL URBAN DIFFERENCES, RURAL YOUTH, URBAN IMMIGRATION, WORK ATTITUDES, YOUTH AGENCIES, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS
RECENT LITERATURE CONCERNING RURAL YOUTH IN THE NORTH CENTRAL STATES IS REVIEWED IN THE TEXT AND A 281-ITEM BIBLIOGRAPHY IS INCLUDED. THE SCOPE OF THE STUDY IS THE FOLLOWING REGIONS LOWER GREAT LAKES, UPPER GREAT LAKES, CORN BELT, AND CENTRAL PLAINS. RURAL POPULATION HAS BEEN DECLINING AS FARMS INCREASE IN SIZE, MAKING IT MORE DIFFICULT FOR YOUNG PEOPLE TO BEGIN FARMING WITHOUT SUBSTANTIAL INHERITANCES. OUTMIGRATION OF THE RURAL POPULATION HAS BROUGHT SOCIAL CHANGES WHICH AFFECT THE YOUTH OF THE AREAS IN TERMS OF EDUCATION AND VOCATIONAL PREPARATION. RURAL AMERICA HAS NOT KEPT PACE WITH URBAN AMERICA IN THE USE OF FEDERAL TRAINING PROGRAMS. THE NEIGHBORHOOD YOUTH CORPS MUST BE ADAPTED TO THE UNIQUE CONDITIONS OF RURAL AREAS. (MS)
ERIC: ED081317 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196-990, MF $1.45, HC PRICE NOT QUOTED)

4750 A SURVEY OF RECENT LITERATURE RELEVANT TO OPTIMIZING THE BENEFITS OF YOUTH PROJECTS FOR RURAL YOUTH IN THE SOUTHEASTERN STATES. FINAL REPORT. AUG 72
ROGOFF, BARBARA M., AND OTHERS
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 53
NOTES: MICROFICHE FILE BY PB 212 562
SURVEYS, AREA STUDIES, YOUTH, PROJECTS, RURAL AREAS, SOUTHERN STATES, LITERATURE REVIEWS, SOCIOECONOMIC STATUS, DEMOGRAPHY, ETHNIC GROUPS, POPULATION TRENDS, EDUCATIONAL EXPERIENCE, MANPOWER UTILIZATION, MIGRATION, SOCIAL MOBILITY, COST EFFECTIVENESS, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, BENEFITS
IN THIS STUDY A REVIEW WAS MADE OF MORE THAN 140 PUBLICATIONS WHICH DEAL WITH THE OCCUPATIONAL AND SOCIAL ADJUSTMENT OF RURAL YOUTH IN THE SOUTHEASTERN REGION. THIS REVIEW PRIMARILY FOCUSES ON PUBLICATIONS THAT CONCERN (1) THE CHANGING ECONOMIC ENVIRONMENT OF RURAL YOUTHS, (2) THEIR MIGRATION PATTERNS, (3) THEIR EDUCATIONAL SYSTEM, (4) THEIR PARTICIPATION IN FEDERAL MANPOWER PROGRAMS, AND (5) THEIR OCCUPATIONAL AND SOCIAL ADJUSTMENT. (AUTHOR/SN)
AIM/ARM: VT019792 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 212 562, MF $.95, HC $3.00)

4751 SURVEY OF SPANISH-SPEAKING AMERICAN MANPOWER IN THE CITY OF BRIDGEPORT OCT 75
CHUNG, HYUNG C.
HIGHER EDUCATION CENTER FOR URBAN STUDIES, BRIDGEPORT, CONN. BRIDGEPORT UNIV., CONN. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C. ASSISTANT SECRETARY FOR POLICY DEVELOPMENT AND RESEARCH.
CONTRACT NO. HUD-H-2196R
NOTES: FINAL REPT. 116P
MINORITY GROUPS, DEMOGRAPHIC SURVEYS, BRIDGEPORT(CONNECTICUT), SPANISH SPEAKING, NTISHUDPDR
THE REPORT PRESENTS MIGRATION AND LABOR FORCE CHARACTERISTICS OF PUERTO RICANS AND CUBANS IN THE CITY OF BRIDGEPORT AS OF OCTOBER 1975 WHEN A SPECIAL SURVEY WAS UNDERTAKEN. THE STUDY IDENTIFIES A NUMBER OF KEY FACTORS WHICH CONTRIBUTE TO THE PLIGHT AND DIFFICULTY OF ASSIMILATION BY PUERTO RICANS IN COMPARISON WITH THE RELATIVE EASE OF CUBANS IN ADJUSTING TO THE AMERICAN LIFE.
NTIS: PB-262 891/5ST NTIS PRICES PC A06/MF A01

4752 SURVEY OF TERMINEES FROM OUT-OF-SCHOOL NYC PROJECTS. SUMMARY. MAY 67
NOTES: 11P.
DISADVANTAGED YOUTH, EDUCATIONAL EXPERIENCE, EMPLOYMENT EXPERIENCE, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM ATTITUDES, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS
PERSONAL INTERVIEWS OF 1,416 NEIGHBORHOOD YOUTH CORPS (NYC) ENROLLEES WHO TERMINATED FROM 50 RANDOMLY SELECTED OUT-OF-SCHOOL PROJECTS BETWEEN JANUARY 1, 1966, AND SEPTEMBER 30, 1966, AND SECONDARY SOURCE DATA ON AN ADDITIONAL 572 TERMINEES PROVIDED INFORMATION ON EDUCATIONAL AND WORK EXPERIENCES. MAJOR FINDINGS WERE--(1) NEARLY 60 PERCENT OF THE 1,988 TERMINEES HAD BEEN EMPLOYED FOR SOME PERIOD OF TIME SINCE THEIR TERMINATION FROM NYC, (2) OF THOSE WHO WORKED, 70 PERCENT OF THE MALES AND 60 PERCENT OF THE FEMALES HAD BEEN EMPLOYED FOR MORE THAN ONE-HALF OF THE TIME SINCE TERMINATION, (3) NEARLY 25 PERCENT OF ALL TERMINEES HAD SOME SCHOOLING AFTER LEAVING NYC, (4) EIGHTY PERCENT REPORTED THAT THEY LIKED THE TYPE OF WORK THEY WERE DOING, AND (5) ABOUT 90 PERCENT EXPRESSED SATISFACTION WITH THEIR WORK EXPERIENCE IN NYC. (PS)
AIM/ARM: VT003361

4753 A SURVEY OF THE EMPLOYMENT STATUS OF MENTALLY RETARDED ADULTS IN NEW YORK CITY. APR 69
TOBIAS, JACK; AND OTHERS
ASSOCIATION FOR THE HELP OF RETARDED CHILDREN, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.

(CONT.)

6763 NOTES: 138P.

EDUCABLE MENTALLY HANDICAPPED, EMPLOYMENT EXPERIENCE, FIELD INTERVIEWS, INDIVIDUAL CHARACTERISTICS, MENTAL RETARDATION, PSYCHOLOGICAL TESTS, SURVEYS, TABLES (DATA), YOUNG ADULTS, NEW YORK CITY

THE RECORDS OF 1,800 EDUCABLE MENTALLY RETARDED STUDENTS WHO TERMINATED SCHOOLING IN THE NEW YORK CITY PUBLIC SCHOOLS FROM 1960-1963 WERE EXAMINED TO STUDY THEIR EMPLOYMENT HISTORY AND PRESENT JOB STATUS. FROM THE TOTAL POPULATION A REPRESENTATIVE SAMPLE OF 383 WAS SELECTED FOR SUCH VARIABLES AS SEX, ETHNIC GROUP MEMBERSHIP, IQ LEVEL, AND SOCIOECONOMIC STATUS; THESE SUBJECTS WERE INTERVIEWED AT HOME BY TRAINED SOCIAL SERVICE WORKERS. MORE THAN HALF OF THE SUBJECTS WERE EMPLOYED, BUT 62 PERCENT OF THE MEN HELD A JOB COMPARED TO 31 PERCENT OF THE WOMEN. MOST OF THE EMPLOYED HAD FULL-TIME JOBS, AND THEIR PAY WAS GENERALLY EQUAL TO THE MINIMUM WAGE. ONE HUNDRED AND FIFTY-ONE WERE GIVEN INDIVIDUAL PSYCHOLOGICAL EVALUATIONS, AND THE RESULTS INDICATED THAT 40 PERCENT OF THE SUBJECTS NO LONGER FELL BELOW THE CUT-OFF POINT OF AN IQ OF 75. DESPITE THE FACT THAT FREE RESOURCES FOR TRAINING, COUNSELING AND PLACEMENT THROUGH THE DIVISION OF VOCATIONAL REHABILITATION (DVR) WERE AVAILABLE, LESS THAN 40 PERCENT OF THE INTERVIEWED SAMPLE AND LESS THAN 20 PERCENT OF THE TOTAL POPULATION WERE KNOWN TO THE DVR. CAUCASIANS APPLIED TO THE DVR WITH TWICE THE FREQUENCY OF NEGROES AND THREE TIMES THE FREQUENCY OF PUERTO RICANS. (BC)

ERIC: ED053258 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB-185574, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

6764 A SURVEY OF THE LITERATURE RELEVANT TO INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES. FINAL REPORT OF PHASE 1 OF A RESEARCH PROGRAM. OCT 72

SCHNEIDER, WILLIAM J.;AND OTHERS

NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 56P.

ALCOHOLISM, AMERICAN INDIANS, CULTURAL DIFFERENCES, CULTURAL ENVIRONMENT, EDUCATIONAL ASSESSMENT, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT PROJECTIONS, JOB TRAINING, LITERATURE REVIEWS, RURAL YOUTH, SOCIAL ADJUSTMENT, SUICIDE, VOCATIONAL ADJUSTMENT, YOUTH PROGRAMS, NAVAJOS, PAPAGOS, SOUTHWEST

AS ONE PHASE OF A RESEARCH PROGRAM DESIGNED FOR PURPOSES OF DEVELOPING FUTURE YOUTH PROGRAMS AND AS ONE SOURCE FROM WHICH HYPOTHESES, RELEVANT TO THE OCCUPATIONAL AND SOCIAL ADJUSTMENT OF RURAL SOUTHWESTERN INDIAN YOUTH (NAVAJO AND PAPAGO), WERE GENERATED AND LATER TESTED, THIS STUDY PRESENTED A SURVEY OF LITERATURE CONCERNED WITH THE ENVIRONMENT, EDUCATION, PERSONAL CHARACTERISTICS, JOB TRAINING, AND EMPLOYMENT PROSPECTS OF INDIAN YOUTH. LITERATURE SURVEYED REFLECTED THAT THE PAPAGO WERE IN A TRANSITIONAL STATE MIDWAY BETWEEN RELIANCE UPON NATIVE SOCIETY AND ACCEPTANCE OF ALTERNATIVES; THAT DUE TO CULTURAL DIFFERENCES NAVAJO YOUTH EXPERIENCED PROBLEMS WITH WHITE SOCIETY WORK HABITS, FINDING FIXED TIME SCHEDULES AND COMPETITION SOURCES OF STRESS; THAT INCIDENCES OF SUICIDE AND ALCOHOLISM AMONG YOUNG MARRIED NAVAJO MALES HAD INCREASED; THAT ALTHOUGH EDUCATION HAD NOT BEEN PART OF THE INDIAN VALUE SYSTEM, SCHOOL ENROLLMENT HAD BEEN INCREASING; THOUGH INDIAN DROPOUT RATES WERE STILL HIGHER THAN THE NATIONAL AVERAGE, THEY WERE DECLINING; THAT PUBLIC SCHOOLS RARELY REFLECTED INDIAN CULTURE; AND THAT THE BUREAU OF INDIAN AFFAIRS HAD 3 PROGRAMS DIRECTED AT INDIAN OCCUPATIONAL ADJUSTMENT, AS WELL AS OTHERS ESTABLISHED BY CONTRACT WITH PRIVATE INDUSTRY, RESIDENTIAL TRAINING CENTERS, ETC. (JC)

ERIC: ED100542 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

6765 A SURVEY OF THE STUDY-RELEASE POLICIES OF AMERICAN CORRECTIONAL AGENCIES. MAY 74

SMITH, ROBERT R.;AND OTHERS

REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 14P.

COMMUNITY PROGRAMS, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, EDUCATIONAL POLICY, NATIONAL SURVEYS, REHABILITATION PROGRAMS, RELEASED TIME, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, STUDY RELEASE PROGRAMS

THE REPORT DESCRIBES THE RESULTS FROM A SURVEY OF THE STUDY-RELEASE POLICIES OF THE 50 STATE CORRECTIONAL SYSTEMS, THE DISTRICT OF COLUMBIA DEPARTMENT OF CORRECTIONS, AND THE FEDERAL BUREAU OF PRISONS. THE DATA REPORTED ARE FOR THE YEAR 1971, AND THEY WERE COLLECTED DURING 1972. EVERY CORRECTIONAL AGENCY RESPONDED TO THE SURVEY QUESTIONNAIRE AND, OF THE 52 AGENCIES CONTACTED, 42 OPERATED STUDY-RELEASE PROGRAMS AT THE TIME OF THE SURVEY. OF A TOTAL OF 3,097 OFFENDERS WHO HAD PARTICIPATED IN STUDY-RELEASE DURING THE YEAR, ONLY 74 (2 PERCENT) ABSCONDED FROM THE PROGRAM. FORTY AGENCIES INDICATED THAT STUDY-RELEASE HELPED THEIR REHABILITATION EFFORTS. (AUTHOR)

ERIC: ED101170 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (R3.JJ)

6766 SURVEY OF YOUTH NEEDS IN SOUTHWEST PORTLAND. RESEARCH REPORT NO. 1. 76

PORTLAND STATE UNIV., OREG. SCHOOL OF URBAN AFFAIRS.

NOTES: 44P.

DISADVANTAGED YOUTH, GROUP RELATIONS, NEEDS ASSESSMENT, PARTICIPANT INVOLVEMENT, RESEARCH PROBLEMS, SOCIAL SCIENCE RESEARCH, SURVEYS, TEENAGERS, YOUTH PROBLEMS, OREGON (PORTLAND)

THIS REPORT PROVIDES THE RESULTS OF A SURVEY CONDUCTED BY THE SOUTHWEST RESEARCH TEAM WHOSE GOAL WAS TO PROVIDE INFORMATION CONCERNING THE ISSUES AND CONCERNS OF YOUNG PEOPLE IN SOUTHWEST PORTLAND. THE STUDY WAS PART OF AN ATTEMPT TO SET A FOUNDATION FOR AN

(CONT.)
4766 ON-GOING PROCESS OF INVOLVING SOUTHWEST PORTLAND YOUTH IN THE PLANNING ACTIVITIES OF THE
SOUTHWEST YOUTH SERVICE CENTER. THE INFORMATION COLLECTED BY THE SURVEY WAS TO BE USED
BY THE YOUTH TO FORMULATE POLICY, DEVELOP PROGRAMS, AND EVALUATE PROGRAMS DURING THE
YEAR. THE SURVEY FOCUSED ON THE FOLLOWING AREAS SCHOOL, POLICE-YOUTH RELATIONS,
ATTITUDES TOWARD THE SOUTHWEST YOUTH SERVICE CENTER, HEALTH, EMPLOYMENT, HOUSING AND
LEISURE ACTIVITIES. THE FIRST THREE AREAS LISTED WERE DESIGNATED AS PRIORITY.
RESPONDENTS CAME FROM FOUR SOURCES HIGH SCHOOL YOUTH, YOUTH ENROLLED IN THE PORTLAND
JOB CORPS CENTER, YOUTH WORKING AT THE JEWISH COMMUNITY CENTER, AND FRIENDS OF THE
RESEARCH TEAM ITSELF. THIRTY-FIVE FEMALES AND TWENTY-SIX MALES PARTICIPATED. SEVERAL OF
THE GOALS OF THE PROJECT WERE ACCOMPLISHED. IT WAS DEMONSTRATED THAT A GROUP OF YOUTH
COULD BE BROUGHT TOGETHER, WORK AS A GROUP, AND DEAL IN A CONSTRUCTIVE WAY WITH SOME
VERY COMPLEX SOCIAL PROBLEMS. THE ATTEMPT TO BLEND EDUCATION, TRAINING, AND WORK INTO
THE ORGANIZATION OF THE RESEARCH PROJECT PROVED TO BE SUCCESSFUL. (AUTHOR/AM)
ERIC: ED145073

4767 SURVEY OF 1975-76 PHYSICS AND ASTRONOMY BACHELORS DEGREE RECIPIENTS. AIP REPORT. FEB
77
ELLIS, SUSANNE D.
AMERICAN INST. OF PHYSICS, NEW YORK, N.Y. EDUCATION AND MANPOWER DIV.
NOTES: 9P.
ASTRONOMY, CAREER PLANNING, EMPLOYMENT TRENDS, GRADUATE STUDY, HIGHER EDUCATION,
MANPOWER UTILIZATION, MINORITY GROUPS, PHYSICS, STUDENT CHARACTERISTICS, SURVEYS
THIS REPORT PRESENTS DATA FROM A SURVEY OF 1975-76 PHYSICS AND ASTRONOMY BACHELOR DEGREE
RECIPIENTS. FROM A SAMPLE OF 3,969 PHYSICS GRADUATES, 2,016 RESPONDED. FROM A SAMPLE OF
180 ASTRONOMY GRADUATES, 110 RESPONDED. DATA ON THE 1975-76 SAMPLE ARE PRESENTED IN
TABULAR FORM, AND COMPARISONS ARE MADE WITH RESPONSES TO PREVIOUS STUDIES FOR SEVERAL
ITEMS. HIGHLIGHTS FROM THE ANALYSES INDICATE (1) A CONTINUING DECREASE IN THE NUMBER OF
PHYSICS BACHELORS DEGREES GRANTED; (2) A CONTINUING INCREASE IN THE PERCENTAGE OF
PHYSICS BACHELORS WHO START GRADUATE STUDY IN A PHYSICS-RELATED AREA; (3) A CONTINUING
INCREASE IN THE PROPORTION OF WOMEN AMONG PHYSICS DEGREE RECIPIENTS; AND (4) AN IMPROVED
EMPLOYMENT MARKET IN TERMS OF A LARGER NUMBER OF AVAILABLE POSITIONS, BUT A HIGHER
PROPORTION OF THE OFFERS MAKE NO USE OF THE GRADUATES PHYSICS TRAINING. (AUTHOR/RH)
ERIC: ED138474

4768 SURVEYOR (PROFESS. & KIN.) 0-64.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL
APTITUDE TEST BATTERY. APR 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EQUIPMENT UTILIZATION, EVALUATION CRITERIA, JOB
APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SUPERVISORS,
TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SURVEYOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),
FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO
VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF
12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;
NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR
COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD
SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD
DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING
SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB
PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE
PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE
APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION
PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED070773

4769 SWEDEN - STOCKPILING BRINGS A HEAP OF TROUBLE 1976
BUSINESS WEEK, NO.2428, APR 19, 1976, P. 50.
CONSUMER BEHAVIOR, CONSUMER GOODS, COST, ECONOMICS, GOVERNMENT SPENDING, INVENTORY, JOB
DEVELOPMENT, LABOR FORCE, MANUFACTURING, MINING, PRODUCTION, PRODUCTION POLICY,
STOCKPILING, SWEDEN
THE SWEDISH GOVERNMENT WILL SUBSIDIZE MANUFACTURE FOR INVENTORY TO KEEP EMPLOYMENT UP,
RESULTING IN LACK OF WAREHOUSE SPACE FOR UNSOLD PRODUCTS. IRON ORE, FOREST PRODUCTS AND
MINING COMPANIES ARE SEARCHING FOR STORAGE SPACE, BUT MOST COMPANIES APPROVE OF THE
SUBSIDIES. BUSINESSMEN ARE WORRIED ABOUT THE STOCKPILES DEPRESSING PROFIT WHEN SALES
INCREASE.
MGMT: BWE7601950-1

4770 SWEDENS DAY NURSERIES FOCUS ON PROGRAMS FOR INFANTS AND TODDLERS. 74
BERGSTROM, JOAN L.; GOLD, JANE R.
DAY CARE AND CHILD DEVELOPMENT COUNCIL OF AMERICA, INC., WASHINGTON, D.C. NATIONAL
SWEDISH BOARD OF HEALTH AND WELFARE, STOCKHOLM.; SWEDISH INST., STOCKHOLM.
NOTES: 136P.
CHILD CARE, DAY CARE PROGRAMS, EARLY CHILDHOOD EDUCATION, FOREIGN COUNTRIES, GOVERNMENT
ROLE, INFANTS, PARENT ROLE, PARENT TEACHER COOPERATION, PRESCHOOL CURRICULUM,
QUESTIONNAIRES, SPECIAL SERVICES, WORKING PARENTS, SWEDEN
DATA COLLECTED DURING A 1972 STUDY OF THE SWEDISH CHILD CARE PROGRAM ARE PRESENTED.
GOVERNMENT OFFICIALS, DAY CARE PERSONNEL, CHILD CARE PROFESSIONALS, MEDICAL PERSONNEL,

(CONT.)

6770 AND PARENTS WERE INTERVIEWED, AND NURSERIES IN SIX TOWNS WERE VISITED TO OBTAIN DATA. THE MAJOR ROLE OF THE STATE, COUNTRY, AND LOCAL GOVERNMENTS IN REGULATING, OPERATING, AND SUBSIDIZING SWEDISH CHILD CARE PROGRAMS IS DISCUSSED AND ILLUSTRATED WITH PHOTOGRAPHS. INCLUDED ARE DETAILS CONCERNING NURSERY CLIENTELE, ADMISSIONS AND FEE POLICIES, STAFF, PHYSICAL ENVIRONMENT, GROUPING OF CHILDREN, CURRICULA, AND COST OF OPERATION, ALONG WITH A DESCRIPTION OF THE DAILY ROUTINE OF A TYPICAL SWEDISH DAY NURSERY, AND TABLES OF PHYSICAL SPECIFICATIONS FOR NURSERY BUILDINGS. THE ROLE OF SWEDISH PARENTS IN THE DAY NURSERY PROGRAM IS EXAMINED. RESULTS FROM AN EVALUATIVE QUESTIONNAIRE GIVEN TO GOVERNMENT OFFICIALS, DAY NURSERY STAFF, AND PARENTS ABOUT THE NURSERY SYSTEM ARE INCLUDED, AS WELL AS A LIST OF SOME OF THE OTHER CHILD-CENTERED SERVICES OFFERED IN SWEDEN (E.G., BOARDING SCHOOLS FOR HANDICAPPED CHILDREN). (BRT)
ERIC: ED114163 DAY CARE AND CHILD DEVELOPMENT COUNCIL OF AMERICA, 1012 14TH STREET, N.W., WASHINGTON, D.C. 20005 (PAPER, $3.50)

6771 SWEDENS MANPOWER POLICIES A LOOK AT THE LEADER NOV 70
GINSBERG, ELI
MANPOWER:2:11:26-30
ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), FOREIGN COUNTRIES, GOVERNMENT ROLE, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PUBLIC POLICY, SWEDEN
ERIC: EJ028136

6772 SWEDEN: WORKER PARTICIPATION BECOMES THE LAW 1976
BUSINESS WEEK, NO.2437, JUNE 21, 1976, P. 42-46.
DECISION MAKING, EMPLOYEE RELATIONS, GOVERNMENT POLICY, INDUSTRIAL RELATIONS, LEGISLATION, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT THEORY, MULTINATIONAL CORPORATION, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, SOCIALISM, SWEDEN, UNIONS
SWEDEN HAS ADOPTED LEGISLATION GIVING MORE WORKER PARTICIPATION IN MANAGEMENT OF BOTH SWEDENS AND MULTINATIONAL CORPORATION. THE MOST RADICAL EQUALITY REFORM SINCE UNIVERSAL SUFFERAGE HAS ADOPTED, THE LAW SETS THE LEGAL FRAME FOR CODETERMINATION WITH INDIVIDUAL COMPANIES LEFT TO WORK OUT DETAILS WITH UNIONS. LABOR COULD HAVE A VOICE IN ALL CORPORATION POLICY MAKING PLUS ACCESS TO FINANCIAL RECORDS AND ALL DATA.
MGMT: BWE76F2142-2

6773 SWEDISH FINE TUNING 1976
BREMS, H.
CHALLENGE, VOL.19, NO.1, MARCH-APRIL 1976, P. 39-42.
CAPITAL INVESTMENTS, ECONOMIC GROWTH, ECONOMIC THEORY, ECONOMICS, FISCAL POLICY, INFLATION, PRODUCTIVITY, PROFIT, SOCIALISM, SWEDEN, UNEMPLOYMENT, WAGES
SWEDEN HAS EXPERIENCED LESS FLUCTUATION IN UNEMPLOYMENT RATES IN CONTRAST TO U.S. AND GROWTH RATE IN SWEDEN HAS BEEN FASTER AND SMOOTHER. SWEDENS METHOD OF USING GOVERNMENT INVESTMENT COUNTERCYCLICALLY AND INFLUENCING TIMING OF CAPITAL INVESTMENT ARE EXPLAINED AND COMPARED WITH METHODS USED IN THE UNITED STATES. EFFECT OF THE GOVERNMENT ROLE AND DUAL ECONOMY ON INFLATION ARE DISCUSSED.
MGMT: CHA76C0039

6774 A SWEEPING REMEDY FOR JOB DISCRIMINATION 1975
BUSINESS WEEK, NO.2366, FEB 3, 1975, P. 21.
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, MINORITIES, SOCIAL ISSUES, TOBACCO INDUSTRY, WOMEN
FEDERAL JUDGE RULES THAT BLACKS AND WOMEN MAY BUMP EMPLOYEES WITH LESS SENIORITY REGARDLESS OF JOB TO COUNTERACT PREVIOUS POLICY OF DISCRIMINATION.
MGMT: BWE7530321-1

6775 SWITCHING OFF THE ASSEMBLY LINE 1974
OATES, D.
INTERNATIONAL MANAGEMENT, VOL.29, NO.12, DEC 1974, P. 61-67.
ASSEMBLY LINE, EFFICIENCY, ELECTRONIC INDUSTRY, JOB ENRICHMENT, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, NETHERLANDS, PRODUCTION, PRODUCTION CONTROL, PRODUCTION POLICY, PRODUCTIVITY, WORKING CONDITIONS
A BELGIAN MANUFACTURER OF TELEVISION RECEIVERS HAS BROKEN UP THE ASSEMBLY LINE WITH WORK GROUPS EACH RESPONSIBLE FOR COMPLETING THE ASSEMBLIES. INCREASED PRODUCT ON AND EFFICIENCY HAVE RESULTED.
MGMT: IMG74L0051

6776 SWP VERSUS PEP A COMPARISON BETWEEN THE VERMONT E + D SPECIAL WORK PROJECT AND THE PUBLIC EMPLOYMENT PROGRAM IN VERMONT. FINAL REPORT. SEP 73
BURLESON, RICHARD A.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 81P.: FOR RELATED DOCUMENTS, SEE CE 001 805-918
COMPARATIVE ANALYSIS, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, FEDERAL PROGRAMS, JOB PLACEMENT, LOW INCOME GROUPS, PILOT PROJECTS, PUBLIC SERVICE OCCUPATIONS, RECRUITMENT, SERVICE OCCUPATIONS, UNEMPLOYMENT, WAGES, WELFARE RECIPIENTS, WORK EXPERIENCE, MANPOWER RESEARCH, VERMONT
THIS REPORT COMPARES VERMONTS EXPERIENCE WITH TWO FEDERALLY FUNDED PROGRAMS AIMED AT REDUCING UNEMPLOYMENT. THE FIRST WAS A SPECIAL WORK PROJECT (SWP) DIRECTED TOWARD PROVIDING WORK EXPERIENCE RATHER THAN SKILL TRAINING FOR WELFARE RECIPIENTS, AND ALSO

(CONT.)
4776 FOR LOW-INCOME FAMILIES. A SECOND APPROACH WAS THROUGH THE PUBLIC EMPLOYMENT PROGRAM (PEP). THIS LATTER PROGRAM WAS CREATED TO SUBSIDIZE JOBS FOR THE TEMPORARILY UNEMPLOYED WHEN THE GENERAL U. S. ECONOMY COULD NOT ABSORB THESE PEOPLE. ELIGIBILITY AND WAGE SUBSIDIZATION FOR EACH PROGRAM DIFFERED. THE SWP PROGRAM WAS ORIENTED TOWARD THE WORKING POOR AND THOSE WITH MULTIPLE NONJOB RELATED PERSONAL PROBLEMS. PARTICIPANTS IN PEP WERE USUALLY THE RECENTLY UNEMPLOYED. EACH PROGRAM COULD UNDERWRITE UP TO 90 PERCENT OF THE CLIENTS SALARY. SUBSIDIZED WAGES PAID FOR EACH PEP SLOT AVERAGED $7.000 ANNUALLY, WHILE $4.300 WAS SPENT UNDER SWP. (ALSO INCLUDED ARE FOUR APPENDIXES, A LIST OF 20 TABLES, AND A SEVEN-ITEM BIBLIOGRAPHY.) (AUTHOR)
ERIC: ED094255 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

4777 SYMPOSIUM THE CHANGING MISSION OF THE UNITED STATES EMPLOYMENT SERVICE INCREASING PRODUCTIVITY AND IMPROVING THE OPERATION OF THE LABOR MARKET. 6 JUN 73
PETRO, PETER G., ED.
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 149P.
AGENCY ROLE, COMMUNITY AGENCIES (PUBLIC), CONFERENCE REPORTS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, LABOR MARKET, PRODUCTIVITY, PROGRAM EFFECTIVENESS, PROGRAM IMPROVEMENT, SOCIAL AGENCIES, TREND ANALYSIS, UNITED STATES EMPLOYMENT SERVICE
CONFERENCE ADDRESSES AND SUMMARIES OF GROUP DISCUSSION ARE INCLUDED IN THESE PROCEEDINGS OF A SYMPOSIUM HELD TO COMMEMORATE THE 40TH ANNIVERSARY OF THE U.S. EMPLOYMENT SERVICE AND TO EXPLORE ITS FUTURE ROLE. THE FIRST ITEM IS A RESEARCH REPORT, THE POTENTIAL IMPACT OF THE EMPLOYMENT SERVICE ON THE ECONOMY, BY CHARLES HOLT, FOLLOWED BY RESPONSES TO IT BY THREE DISCUSSANTS. TWO OTHER MAJOR ADDRESSES FOLLOW A REALISTIC REAPPRAISAL OF EMPLOYMENT SERVICE GOALS AND OBJECTIVES IN THE YEAR AHEAD BY WILLIAM H. KOLBERG: RELATION OF THE U.S. EMPLOYMENT SERVICE TO THE NATIONS ECONOMIC HEALTH BY JUANITA KREPS. THE TEXT OF A PANEL DISCUSSION ON THE FUTURE OF THE PUBLIC EMPLOYMENT SERVICE BY ARNOLD R. WEBER, STANLEY H. RUTTENBERG, AND MALCOLM LOVELL CONCLUDES THE FIRST SECTION. SECTION 2 CONTAINS PRESENTATIONS TO SIX DISCUSSION GROUPS ALONG WITH SUMMARIES OF EACH DISCUSSION. TOPICS ARE AS FOLLOWS (1) IMPROVING SERVICES TO EMPLOYERS AND REDUCING CRITICAL SKILL VACANCIES--THE VICKERY REPORT: (2) IMPROVING THE OPERATION OF THE LABOR MARKET, THE FEASIBILITY OF DEVELOPING A COMPUTER MATCHING SYSTEM, (3) IMPROVING THE QUALITY AND DISSEMINATION OF LABOR MARKET AND OCCUPATIONAL INFORMATION FOR WORKERS, EMPLOYERS, ES OPERATIONS, AND MANPOWER PLANNING, (4) CONSIDERATION OF THE SPECIAL NEEDS OF MEMBERS OF MINORITY GROUPS, VETERANS, YOUTH, AND OLDER WORKERS--EMPLOYABILITY DEVELOPMENT SERVICES TO WORKERS WHO ARE NOT JOB READY, (5) IMPROVING MANPOWER SERVICE IN SMALL TOWNS AND RURAL AREAS, AND (6) COMMUNITY RELATIONSHIPS, WORKING WITH INSTITUTIONS FROM WHICH SUBSTANTIAL NUMBERS OF JOBSEEKERS FLOW INTO THE LABOR MARKET. A SYMPOSIUM SUMMARY AND THE NAMES AND ADDRESSES OF PARTICIPANTS ARE ALSO INCLUDED. (JT)
ERIC: ED138765

4778 A SYMPOSIUM ON CAREER INFORMATION SYSTEMS ISSUES FOR REACTIONS. 11 FEB 76
SMITH, GERALD C.:AND OTHERS
NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.: OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION.
NOTES: 45P.: PAPERS PRESENTED TO THE CAREER EDUCATION NATIONAL FORUM (2ND, WASHINGTON, D.C., FEBRUARY 11, 1976)
CAREER CHOICE, COMPUTER ORIENTED PROGRAMS, EDUCATIONAL PROBLEMS, EVALUATION, FEDERAL AID, INFORMATION SYSTEMS, NATIONAL PROGRAMS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, POLICY FORMATION, SYMPOSIA, SYSTEMS DEVELOPMENT
THE DOCUMENT CONSISTS OF THREE SYMPOSIUM ADDRESSES, PERTAINING TO THE PROVISION AND USE OF CAREER INFORMATION SYSTEMS. GERALD C. SMITH, DEPARTMENT OF LABOR, OPENED THE SYMPOSIUM WITH AN ADDRESS ON OCCUPATIONAL INFORMATION SYSTEMS USES, DEVELOPMENTS, AND ISSUES, WHICH FOCUSED ON CAREER INFORMATION SYSTEMS CURRENTLY BEING DEVELOPED BY THE DEPARTMENT OF LABOR. DAVID V. TIEDEMAN, DIRECTOR, ERIC CLEARINGHOUSE IN CAREER EDUCATION, IN A PRESENTATION ON THE IN-FORMING OF CAREER A STRUCTURE AND ITS OPERATIONAL NEEDS PRESENTED SEVERAL COMPUTER-INVOLVED INTERACTIVE GUIDANCE SYSTEMS AS WELL AS SUGGESTIONS TO THE DEPARTMENTS OF LABOR AND HEALTH, EDUCATION, AND WELFARE TO ASSIST THESE DEVELOPMENTS IN BECOMING SELF-SUPPORTING. BARRY E. STERN, DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, SPOKE ON EVALUATORS LOGIC VS. COMMON SENSE OR WHAT WOULD THOMAS PAINE HAVE SAID ABOUT THE DEVELOPMENT OF CAREER INFORMATION SYSTEMS, WHICH RAISED ISSUES ABOUT EVALUATION AND POLICY-MAKING IN THE DEVELOPMENT AND SUPPORT OF COMPUTER-INVOLVED CAREER GUIDANCE SYSTEMS AND PLACES SPECIAL EMPHASIS ON THE NEEDS OF THE CONSUMER OF THE INFORMATION. (AUTHOR/EA)
ERIC: ED121994

4779 SYMPOSIUM ON MANPOWER AND THE WAR ON HUNGER (WASHINGTON, D.C., MAY 3-5, 1967). 67
INTERNATIONAL MANPOWER INSTITUTE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. INTERNATIONAL MANPOWER INST.
NOTES: 227P.
AGRICULTURAL EDUCATION, AGRICULTURAL PRODUCTION, DEMONSTRATION PROJECTS, DEVELOPING NATIONS, FOOD, INTERNATIONAL ORGANIZATIONS, INTERNATIONAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, POPULATION GROWTH, SYMPOSIA, TECHNICAL EDUCATION, UNEMPLOYMENT, VOCATIONAL EDUCATION, WORLD PROBLEMS
APPROXIMATELY 75 SPECIALISTS FROM GOVERNMENT, UNIVERSITIES, FOUNDATIONS, INTERNATIONAL ORGANIZATIONS, TRADE UNIONS, COOPERATIVES, AND BUSINESS ORGANIZATIONS PARTICIPATED IN A 3-DAY SYMPOSIUM TO CONTRIBUTE TO EFFORTS OF THE UNITED STATES GOVERNMENT AND

(CONT.)

4779 INTERNATIONAL ORGANIZATIONS TO DECREASE THE GAP BETWEEN WORLD FOOD PRODUCTION AND POPULATION GROWTH BY PROVIDING FOR AN EXCHANGE OF IDEAS ON WAYS OF USING MANPOWER PLANNING, DEVELOPMENT, AND UTILIZATION TECHNIQUES IN DEALING WITH THE PROBLEM. INFORMAL TALKS, PANEL DISCUSSIONS, CASE HISTORY PRESENTATIONS, AND AUDIENCE PARTICIPATION ARE REPORTED FOR (1) INTRODUCTION, (2) THE FOOD/POPULATION DILEMMA A GENERAL EXPOSITION, (3) CASE HISTORY COMILLA PROJECT, (4) TRAINING FOOD PRODUCERS, (5) PROBLEMS OF MANPOWER INCENTIVE, MOTIVATION, AND COMMUNICATION, (6) CASE HISTORY MASS FERTILIZER DEMONSTRATION PROJECT IN EL SALVADOR, (7) THE WORLD FOOD SITUATION PAST TRENDS AND FUTURE IMPLICATIONS, (8) TRAINING MIDDLE-LEVEL AND UPPER-LEVEL MANPOWER, (9) INCOMES, PRODUCTIVITY, AND THE WAR ON HUNGER, (10) CASE HISTORY HELMAND VALLEY PROJECT, (11) UNEMPLOYMENT, UNDEREMPLOYMENT, AND THE WAR ON HUNGER, (12) HUMAN RESOURCES, FOOD PRODUCTION, AND THE PRIVATE SECTOR, AND (13) MANPOWER PLANNING AND THE ROLE OF INSTITUTIONS IN THE WAR ON HUNGER. (JM)
ERIC: ED022024

4780 SYNTHESIZING WORK AND SCHOOLING THE ROLES OF COMMUNITY AND SOCIETY. REPORT NO. 91. SEP 76
EDUCATION COMMISSION OF THE STATES, DENVER, COLO. DEPT. OF ELEMENTARY/SECONDARY EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. 542A850001
NOTES: 29P.
BUSINESS RESPONSIBILITY, CAREER AWARENESS, CAREER EDUCATION, CAREER EXPLORATION, CAREER PLANNING, CHANGE STRATEGIES, CHANGING ATTITUDES, COMMUNITY RESPONSIBILITY, COOPERATIVE EDUCATION, EDUCATIONAL CHANGE, EDUCATIONAL INNOVATION, ELEMENTARY SECONDARY EDUCATION, HIGHER EDUCATION, OCCUPATIONAL GUIDANCE, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL INDUSTRY RELATIONSHIP, SCHOOL RESPONSIBILITY, STUDENT EMPLOYMENT, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS
SOCIETAL, INSTITUTIONAL, AND ORGANIZATIONAL CHANGES NEED TO BE MADE IN ORDER TO BRIDGE THE GAP BETWEEN THE WORLD OF EDUCATION AND THAT OF WORK TO RESTORE THE NEEDED WHOLENESS TO OUR SOCIETY. THIS GAP HAS CREATED BOTH AN ALIENATION BETWEEN STUDENT AND WORKER AND THE ALIENATION OF BOTH FROM SOCIETY. THE EDUCATION/WORK SEPARATION IS A RESULT OF (1) OUR FALSE DIVISION OF MIND AND BODY, WHICH TENDS TO SEPARATE THE INTELLECTUAL FROM REAL LIFE; AND (2) A DIVISION OF LABOR WHICH ASSUMES THAT SCHOOL IS THE PROVINCE OF EDUCATORS AND WORK THE PROVINCE OF BUSINESS, INDUSTRY, AND LABOR. CHANGES WHICH NEED BE EFFECTED BY THE SEPARATE INSTITUTIONS ARE OUTLINED. SCHOOLS NEED TO INCREASE THE PARTICIPATION OF THE TOTAL COMMUNITY IN DETERMINING GOALS, NEEDS, PROGRAMS AND USE OF ALLOCATIONS; WORK FOR AN ATTITUDINAL CHANGE WITHIN BOTH THE EDUCATIONAL SYSTEM AND THE STUDENTS THEMSELVES; AND IMPLEMENT ORGANIZATIONAL, STRUCTURAL, AND INSTRUCTIONAL CHANGES. ORGANIZATIONAL AND SOCIETAL INSTITUTIONS NEED TO GIVE UP CULTURAL/SOCIETAL STEREOTYPES WHICH AFFECT BOTH SCHOOLING AND WORK; IMPROVE WORKING CONDITIONS; ALTER RESTRICTIVE PRACTICES REGARDING YOUTH EMPLOYMENT; AND OVERCOME EXTREME FISCAL CONSERVATISM. SPECIFIC TASKS FOR COMMUNITY, GOVERNMENT, EDUCATIONAL INSTITUTIONS AND BUSINESS ARE OUTLINED ON A DETAILED CHART. (KC)
ERIC: ED143574 EDUCATION COMMISSION OF THE STATES, 300 LINCOLN TOWER, 1860 LINCOLN STREET, DENVER, COLORADO 80295 ($1.50 PAPER COVER)

4781 SYRACUSE UPGRADING PROJECT-DECEMBER 1967--JUNE 1970. JUN 70
SYRACUSE UNIV. RESEARCH CORP., N.Y.
NOTES: 116P.
ADULT VOCATIONAL EDUCATION, BLUE COLLAR OCCUPATIONS, GUIDELINES, HEALTH OCCUPATIONS, IMPROVEMENT PROGRAMS, INPLANT PROGRAMS, JOB SKILLS, METAL WORKING OCCUPATIONS, MOTIVATION, OFF THE JOB TRAINING, VOCATIONAL EDUCATION
THE DOCUMENT REPORTS ON A TRAINING PROGRAM DESIGNED TO ACCELERATE IN-PLANT UPGRADING OF SKILLS, FIRST IN METAL-WORKING, THEN IN HEALTH-SERVICE OCCUPATIONS, THROUGH TRAINING PROVIDED IN OFF-WORK TIME. THE PROJECT WAS TO EVALUATE THE USE OF ALLOWANCES AS INCENTIVES, AND TO PROVIDE GUIDELINES FOR FUTURE UPGRADING PROGRAMS. (AUTHOR)
ERIC: ED056280 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 159 MF $0.95, HC $3.00)

4782 A SYSTEM FOR COLLECTING ADVANCE INFORMATION ON THE CHARACTER AND EXTENT OF EMPLOYMENT GENERATED BY NEW GOVERNMENT CONTRACTS PHASE II REPORT. JUN 74
LECHT, LEONARD A.;AND OTHERS
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 231P.; SOME OF THE TABLES ARE MARGINALLY LEGIBLE
COOPERATIVE PLANNING, DATA ANALYSIS, DATA COLLECTION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, JOB DEVELOPMENT, MANPOWER NEEDS, METHODS, MODELS, PLANNING, PREDICTION, TABLES (DATA), MANPOWER PLANNING, MANPOWER RESEARCH
THIS STUDY WAS UNDERTAKEN TO DEVELOP A MODEL EARLY WARNING SYSTEM WHICH COULD ANTICIPATE JOB OPENINGS GENERATED IN LOCAL COMMUNITIES BY LARGE FEDERAL PROCUREMENT CONTRACTS. AMONG THE MAJOR FINDINGS FROM THE CASES STUDIED (1) PROJECTIONS OF JOB OPENINGS WERE POSSIBLE IN ALL CONTRACTS CONSIDERED, BY THE USE OF ESTIMATING TECHNIQUES WHICH ARE DESCRIBED IN THE APPENDIX; (2) THE NUMBER OF JOB OPENINGS GENERATED BY THE AWARDS WERE SUFFICIENT TO BE GIVEN SERIOUS WEIGHT IN LOCAL MANPOWER PLANNING; (3) LOCAL MANPOWER AGENCIES, GENERALLY AWARE OF THE LIKELY EMPLOYMENT INCREASE, LACKED THE DETAILED OCCUPATIONAL INFORMATION AND TIMING OF THE EMPLOYMENT INCREASE TO TRANSLATE THIS AWARENESS INTO PROGRAM PLANNING; (4) SUCH PROJECTIONS CAN PRECIPITATE A COMMON EFFORT BY LOCAL MANPOWER OFFICIALS, COMPANY PERSONNEL, UNION OFFICIALS, AND OTHERS; (5) JOB

(CONT.)
4792 OPENINGS ESTIMATES, WHILE IMPORTANT, ARE ONLY ONE INGREDIENT IN LOCAL PLANNING, WHICH MUST ALSO INCLUDE LOCAL LABOR SUPPLY INDICATORS. THE FIRST APPENDIX, WHICH TAKES UP ABOUT HALF THE DOCUMENT, MAPS IN DETAIL THE PRECISE DATA, METHODOLOGY, AND PROJECTION TECHNIQUES USED. THE SECOND APPENDIX EXPLAINS THE CRITERIA USED IN THE SELECTION OF CONTRACT AWARDS TO BE STUDIED, AND THE THIRD LISTS DATA AND DATA SOURCES USED. (NH)
ERIC: ED097435

4793 SYSTEM FOR INTER-AGENCY COORDINATION IN ADULT EDUCATION.   NOV 69
KING, GORDON A.;REGAN, TIMOTHY F.
GRANT NO. OEG-0-8-018106-4371(039)
NOTES: 49P.
ADULT BASIC EDUCATION, CAREER EDUCATION, COOPERATIVE EDUCATION, CORRECTIONAL EDUCATION, DISADVANTAGED GROUPS, EDUCATIONAL LEGISLATION, EDUCATIONALLY DISADVANTAGED, FEDERAL GOVERNMENT, INTERAGENCY COOPERATION, JOB SKILLS, LITERACY EDUCATION, MANPOWER DEVELOPMENT, MIGRANT EDUCATION, NATIONAL PROGRAMS, OLDER ADULTS, QUESTIONNAIRES, SURVEYS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, YOUTH PROGRAMS, CUBAN REFUGEE PROGRAM, OPERATION MAINSTREAM, PROJECT 100 000
AN INNOVATIVE SYSTEM TO FACILITATE INTER-AGENCY COOPERATION IN 16 FEDERAL AGENCIES CONCERNED WITH ADULT BASIC EDUCATION IS PROVIDED. THE 16 PROGRAMS CHOSEN FOR THE STUDY WERE (1) WORK INCENTIVE PROGRAM; (2) CONCENTRATED EMPLOYMENT PROGRAM; (3) NEW CAREERS; (4) THE CUBAN REFUGEE PROGRAM; (5) GRANTS FOR COMMUNITY PLANNING, SERVICES AND TRAINING FOR OLDER PERSONS; (6) SOCIAL SERVICES IN SUPPORT OF ADULTS WITH POTENTIAL FOR SELF-SUPPORT; (7) VOCATIONAL REHABILITATION; (8) VOCATIONAL AND TECHNICAL EDUCATION; (9) MANPOWER DEVELOPMENT AND TRAINING ACT; (10) NEIGHBORHOOD YOUTH CORPS; (11) OPERATION MAINSTREAM; (12) JOB CORPS; (13) PROGRAMS FOR MIGRANT AND SEASONAL FARM WORKERS; (14) EDUCATION AND VOCATIONAL TRAINING FOR FEDERAL PRISONERS; (15) ADULT BASIC EDUCATION; AND (16) PROJECT 100,000. QUESTIONNAIRES WERE USED IN A FIELD SURVEY OF TWELVE LOCAL PROGRAMS THAT WERE TYPICAL OF A CORRESPONDING FEDERAL AGENCY. FINDINGS OF THE STUDY ARE (1) THERE IS AT PRESENT NO CLEAR NATIONAL POLICY FOR ABE; (2) THERE IS AT PRESENT NO UNIVERSALLY APPLICABLE DEFINITION OF ADULT BASIC EDUCATION; (3) TARGET POPULATIONS FOR ABE PROGRAMS ARE UNCLEAR; (4) THERE IS AT PRESENT ONLY MINIMAL CONNECTION BETWEEN ABE PROGRAMS; (5) THERE IS AT PRESENT LITTLE RESEARCH OR TEACHER TRAINING IN OTHER-THAN-USOE PROGRAMS; AND (6) THERE IS AT PRESENT A LACK OF STANDARD EVALUATION AND STATISTICAL REPORTING PROCEDURES IN ABE PROGRAMS. A PRESIDENTIAL ADVISORY COUNCIL IS SEEN AS THE ANSWER TO THESE PROBLEMS. (CB)
ERIC: ED061473   ESC, SUITE 301, 1211 CONNECTICUT AVENUE, N.W., WASHINGTON, D.C. 20036 (NO PRICE GIVEN)

4794 THE SYSTEM REVOLUTION   1974
ACKOFF, R.L.
LONG RANGE PLANNING, VOL.7, NO.6, DEC 1974, P. 2-20. BIBLIOG. 22
CORPORATE RESPONSIBILITY, DECISION MAKING, EMPLOYEE RELATIONS, HUMAN RESOURCE DEVELOPMENT, INFORMATION THEORY, MANAGEMENT, OPTIMIZATION, ORGANIZATION STRUCTURE, PLANNING, PUBLIC AFFAIRS, SYSTEMS, TECHNOLOGICAL CHANGE
THE SYSTEMS REVOLUTION IS SOCIO-TECHNICAL AND LEADS TO HOLISTIC PLANNING AND CONTROL OF THE FUTURE. THE ROLE OF THE CORPORATION AND US ALL IN THE MARRIAGE OF SCIENCE AND THE HUMANITIES SHOULD BE UNDERSTOOD TO SOLVE THE PROBLEMS OF SOCIETY.
MGMT: LRP74L0032

4795 SYSTEMS ANALYSIS AND THE DYNAMICS OF MANPOWER   JUN 75
EOYANG, CARSON K.
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
CONTRACT NO. UT RA   ZZZZHV
NOTES: TECHNICAL REPT.   26P
PERSONNEL MANAGEMENT, CORPORATIONS, MANPOWER UTILIZATION, DEMAND(ECONOMICS), NTISDODN
A BEHAVIORAL MODEL OF MANPOWER DECISION MAKING IS DEVELOPED AND EXERCISED. THE SIMULATION INCORPORATES A STATEMENT OF PARKINSONS LAW WHICH CLAIMS THAT THE DEMAND FOR LABOR IS PARTIALLY DEPENDENT UPON THE NUMBER OF EMPLOYEES ALREADY ON BOARD. ADDITIONAL FEATURES INCLUDE EXPONENTIAL FORECASTING AND VARIABLE DELAYS IN HIRING AND FIRING. A CENTRAL FEATURE OF THE MODEL IS THE EXISTENCE OF ORGANIZATIONAL SLACK WHICH IS DEFINED AS THE NUMBER OF PEOPLE IN EXCESS OF WHAT IS NECESSARY TO SATISFY MARKET DEMANDS. VARIOUS SENSITIVITY ANALYSES ARE CONDUCTED AND THE MODELS IMPLICATIONS ARE DISCUSSED.
NTIS: AD-A012 420/6ST   NTIS PRICES PC$3.75/MF$2.25

4796 A SYSTEMS ANALYSIS OF THE MDTA INSTITUTIONAL TRAINING PROGRAM. FINAL REPORT.   19 APR 71
NORTH AMERICAN ROCKWELL INFORMATION SYSTEMS CO., ANAHEIM, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 414P.
ADMINISTRATIVE ORGANIZATION, EMPLOYMENT PROGRAMS, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM BUDGETING, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, PROGRAM PLANNING, SYSTEMS ANALYSIS, SYSTEMS APPROACH, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
AN INDUSTRIAL STUDY GROUP HAS CONTRACTED TO PERFORM A SYSTEMS ANALYSIS OF INSTITUTIONAL TRAINING CONDUCTED UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) OF 1962, AS AMENDED, IN ORDER TO (1) ILLUMINATE MANAGEMENT DECISIONS IN THE AREAS OF PROGRAM PRIORITIES, ALTERNATIVE METHODS OF ADMINISTRATION, AND ALLOCATION OF RESOURCES, AND (2) PROVIDE INFORMATION FOR THE DEVELOPMENT OF GUIDELINES AND ADMINISTRATIVE PROCEDURES

(CONT.)
6796 UNDER SUCH NEW MANPOWER LEGISLATION AS MAY BE ENACTED BY CONGRESS. THE STUDY, CONDUCTED DURING THE LATTER HALF OF 1970 AND THE FIRST QUARTER OF 1971, COVERED PROGRAM MANAGEMENT AT THE NATIONAL LEVEL AND A FIELD STUDY OF THE 10 REGIONAL OFFICES AND 12 SELECTED STATES. THE STUDY GROUP LIST OF WEAKNESSES INCLUDED DIVIDED AUTHORITY, DIFFUSE ORGANIZATION, AND TOO MANY GUIDELINES. AS A RESULT THE GROUPS PRIMARY RECOMMENDATION WAS A MAJOR CHANGE IN PROGRAM ADMINISTRATION, INVOLVING DECENTRALIZATION OF PROGRAM CONTROL TO THE STATES. EXTENSIVE FINDINGS, CONCLUSIONS AND RECOMMENDATIONS ARE INCLUDED. (CD)
ERIC: ED053304 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 198 553, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

6797 SYSTEMS ANALYST BUSINESS ELECTRONIC DATA PROCESSING (PROFESS. + KIN.) 0-69.985--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, BUSINESS, CUTTING SCORES, ELECTRONIC DATA PROCESSING, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SYSTEMS ANALYSTS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED, IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066477

6798 SYSTEMS APPROACH TO A TAXONOMY OF DISADVANTAGEMENT. APR 73
BATES, PERCY; AND OTHERS
MANPOWER SCIENCE SERVICES, INC., ANN ARBOR, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 125P.
DISADVANTAGED ENVIRONMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MODELS, PROGRAM DESIGN, SUCCESS FACTORS, SYSTEMS APPROACH, SYSTEMS DEVELOPMENT, TAXONOMY, THEORIES
AN EFFORT TO DEVELOP A CLASSIFICATION OF VARIOUS KINDS OF DISADVANTEGEMENT IS AIMED AT THE EFFICIENCY THAT CAN BE GAINED BY PROVIDING ONLY THOSE SERVICES TO THOSE CLIENTS WHO CAN USE THEM IN ORDER TO INCREASE THEIR CHANCES OF SUCCESSFUL PLACEMENT. THE REPORT DETAILS SOME OF THE ELEMENTS OF THE RECOMMENDED APPROACH ANALYSIS OF MANPOWER SITUATIONS IN TERMS OF INPUTS TO CLIENTS AND PROCESS OBJECTIVES; IDENTIFICATION OF THOSE CLIENT RESPONSES WHICH DELAY OR PRECLUDE ACHIEVEMENT OF THOSE OBJECTIVES; AND CONSTRUCTION OF A CLASSIFICATION OF STRATEGIES FOR DEALING WITH SUCH INEFFECTIVE RESPONSES SO AS TO FACILITATE GOAL ATTAINMENT. THE PROPOSED CLASSIFICATION SCHEME IS ILLUSTRATED, AND ITS POTENTIAL FOR EFFICIENCY OF SERVICE AND STAFF ACCOUNTABILITY FOR GOAL ACHIEVEMENT IS DISCUSSED. FINALLY, THE REPORT DISCUSSES CHARACTERISTICS OF AN ORGANIZATIONAL STRUCTURE FOR MANPOWER AGENCIES NECESSARY FOR IMPLEMENTATION OF THE SCHEME, AND THE RESEARCH QUESTIONS WHICH MUST BE ANSWERED TO OPERATIONALIZE THE SYSTEM. (AUTHOR)
ERIC: ED082092

6799 A SYSTEMS APPROACH TO THE HUMAN SERVICES. SEP 71
CAREER OPTIONS RESEARCH AND DEVELOPMENT (CORD), CHICAGO, ILL.; YMCA OF METROPOLITAN CHICAGO, ILL. NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-9-070329-3694
NOTES: 99P.
CAREER LADDERS, CAREER PLANNING, CODIFICATION, CORE CURRICULUM, JOB ANALYSIS, OCCUPATIONAL INFORMATION, SOCIAL SERVICES, SYSTEMS ANALYSIS, SYSTEMS APPROACH, SYSTEMS CONCEPTS, TASK ANALYSIS, VOCATIONAL EDUCATION
THIS DOCUMENT DEMONSTRATES THE IMPACT OF SYSTEMS ANALYSIS ON FUNCTIONAL JOB ANALYSIS FOR OCCUPATIONS IN HUMAN SERVICES. THE FIRST SECTION DISCUSSES THE GOALS AND COMPONENTS, AND DATA ANALYSIS TECHNIQUES OF THE SYSTEMS APPROACH. IN THE NEXT SECTION, SYSTEMS ANALYSIS IS APPLIED TO THE TASKS PERFORMED IN A VARIETY OF HUMAN SERVICES OCCUPATIONS. THESE TASK DESCRIPTIONS ARE THEN REGROUPED INTO A CAREER LADDERS MODEL OF SOCIAL SERVICE OCCUPATIONS. THE LAST SECTION PROVIDES AN EVALUATION OF THE USEFULNESS OF THE SYSTEMS APPROACH TO JOB ANALYSIS. APPENDIXES PRESENT SAMPLE JOB DESCRIPTIONS AND CORE CURRICULA FOR HUMAN SERVICES EDUCATION. A RELATED DOCUMENT IS CA 003 373. (BA)
ERIC: ED056420

6800 SYSTEMS DESIGN AND NATURE OF WORK. (SEMINAR ON MANPOWER POLICY AND PROGRAM, WASHINGTON,

D.C., NOVEMBER 17, 1966) 67
DECARLO, CHARLES R.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 46P.
CHANGE AGENTS, INDUSTRIAL STRUCTURE, INFORMATION SYSTEMS, PRODUCTIVITY, SEMINARS, SYSTEMS APPROACH, SYSTEMS CONCEPTS, TECHNOLOGICAL ADVANCEMENT, WORK ATTITUDES, WORK ENVIRONMENT, MANPOWER ADMINISTRATION, SEMINAR ON MANPOWER POLICY AND PROGRAM
THE APPLICATION OF TECHNOLOGY TO PRODUCTION HAS HAD THE EFFECT OF CONTINUOUSLY REMOVING MAN TO GREATER DISTANCES FROM THE ACTUAL MATERIAL, OR WORK, BEING TRANSFORMED IN THE ENVIRONMENT. WE ARE ABOUT TO ENTER A NEW PHASE OF HISTORY, SOMETIMES CALLED THE SECOND INDUSTRIAL REVOLUTION, IN WHICH WORK OCCUPIES A DIFFERENT ROLE IN LIFE. THIS REVOLUTION IS PREDICATED UPON THE FACT THAT THE TECHNOLOGY OF THE FIRST INDUSTRIAL REVOLUTION CAN NOW BE CONTROLLED AT A DISTANCE THROUGH INFORMATION SYSTEMS WHICH REST UPON FOUR FUNDAMENTAL TECHNOLOGICAL CONCEPTS (1) TRANSDUCERS ARE CAPABLE OF SENSING AND TRANSFORMING EXPERIENCES INTO ELECTRICAL SIGNALS, (2) THESE SIGNALS CAN BE COMMUNICATED OVER VERY LONG DISTANCES, (3) THE MATERIAL THAT IS COMMUNICATED CAN BE CAPTURED AND STORED IN ELECTRICAL MEMORIES, AND (4) LOGICAL DECISION-MAKING MACHINES CAN TRANSFORM THE RECORDED INFORMATION. THESE FOUR TECHNOLOGIES ENABLE MAN TO DESIGN SYSTEMS WHICH CAN PERFORM CONTROL OPERATIONS BOTH AT DIRECT WORK LEVELS OR IN THE AMPLIFICATION OF THE HUMAN INTELLIGENCE IN A WHITE-COLLAR ENVIRONMENT. THE DESIGN OF SYSTEMS FOR PLANNING AND CONTROLLING NECESSARY WORK, FOR PROVIDING A SENSE OF INDIVIDUAL WORTH, AND FOR MAKING FREE LEISURE TIME A POSITIVE GOAL IS AMONG THE MAJOR RESPONSIBILITIES OF ANY LEADER IN THIS KIND OF ENVIRONMENT. (ET)
ERIC: ED024771

4791 T AND D PUBLICATIONS. VOLUME 13, NUMBER 7. JAN 76
INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).
NOTES: 40P.
ABSTRACTS, ADULT EDUCATION, FOREIGN COUNTRIES, LABOR FORCE, MANAGEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NEWSLETTERS, PUBLICATIONS, TRAINING, VOCATIONAL EDUCATION, WOMENS EDUCATION, WORKING WOMEN
ABSTRACTS OF MATERIAL COVERING A VARIETY OF TOPICS REGARDING VOCATIONAL AND LABOR DEVELOPMENT THROUGHOUT THE WORLD ARE PRESENTED IN THE SEVENTH DISPATCH. NOTED, IN PARTICULAR, ARE PUBLICATIONS REGARDING WOMEN IN EMPLOYMENT, MANAGEMENT FUNCTIONS, RECURRENT EDUCATION, AND TRAINING AND THE SOCIAL INTEGRATION OF THE HANDICAPPED. THE FIRST SECTION, NEWS IN BRIEF, CONTAINS 34 ITEMS FROM AROUND THE WORLD UNDER THE FOLLOWING HEADINGS FORTHCOMING EVENTS, NEW POLICIES, NEW INSTITUTIONS, MANAGEMENT, RESEARCH, TRAINING STANDARDS, WOMEN, METHODS AND MEDIA, ABSTRACTS SERVICES, AND FOR THE BOOKSHELF. THE SECOND SECTION CONTAINS 20 SUBSTANTIVE ABSTRACTS OF VARIOUS PUBLICATIONS WHICH PRESENT THE AUTHOR, TITLE, BIBLIOGRAPHICAL REFERENCES, TRANSLATION IF NECESSARY, SUBJECT ANALYSIS, AND CONTENTS ANALYSIS. THE ISSUE ALSO CONTAINS INDEXES FOR 1975 WHICH INCLUDE NUMERICAL CLASSIFICATION OF COUNTRIES; SUBJECT INDEX; AUTHORS INDEX; AND INDEX BY COUNTRY. A LIST OF THE 14 PERIODICAL PUBLICATIONS FROM VARIOUS COUNTRIES THAT WERE ABSTRACTED FOR THE FIRST DISPATCH, 1976, IS INCLUDED. (LH)
ERIC: ED123339

4792 T AND D PUBLICATIONS. VOLUME 13, NUMBER 8. MAR 76
INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).
NOTES: 40P.
ABSTRACTS, EMPLOYMENT TRENDS, FOREIGN COUNTRIES, LABOR FORCE, MANPOWER DEVELOPMENT, NONFORMAL EDUCATION, PUBLICATIONS, SYSTEMS DEVELOPMENT, TRAINING, VOCATIONAL EDUCATION, WORKING WOMEN
THE EIGHTH DISPATCH CONTAINS ABSTRACTS OF PUBLICATIONS FROM ALL OVER THE WORLD WHICH FOCUS ON VOCATIONAL EDUCATION AND TRAINING DEVELOPMENT. THE FIRST SECTION, NEWS IN BRIEF, CONSISTS OF 37 ABSTRACTS PRESENTED UNDER THE FOLLOWING TOPICS FORTHCOMING EVENTS, NEW POLICIES, NEW INSTITUTIONS, TRAINING SYSTEMS DEVELOPMENT, TRAINING STANDARDS, MANAGEMENT, METHODS AND MEDIA, OCCUPATIONAL OUTLOOK, RESEARCH, AND FOR THE BOOKSHELF. THE SECOND SECTION CONSISTS OF 20 LENGTHIER AND MORE SUBSTANTIVE ABSTRACTS ON THE FOLLOWING SUBJECTS WOMEN IN EMPLOYMENT (IRAN AND UNITED KINGDOM); OCCUPATIONAL OUTLOOK (FRANCE AND UNITED KINGDOM); NONFORMAL EDUCATION (PERU AND POLAND); SYSTEMS DEVELOPMENT (AUSTRALIA, FEDERAL REPUBLIC OF GERMANY, IVORY COAST, AND PERU); AGRICULTURAL VOCATIONAL TRAINING (SWITZERLAND); REHABILITATION TRAINING (BRAZIL); SYLLABI OF VOCATIONAL SECONDARY SCHOOLS (USSR); RESEARCH NEEDS AND TRAINING METHODOLOGIES (UNITED STATES); AND YOUTH PROGRAMS (AFRICA AND PHILIPPINES). THE ABSTRACTS INCLUDE A SUBJECT AND CONTENTS ANALYSIS AS WELL AS THE AUTHOR, TITLE, BIBLIOGRAPHICAL REFERENCES, AND TRANSLATION OF TITLE WHERE NEEDED. (EC)
ERIC: ED126325

4793 TABLE WORKER 9-53.01 -- TECHNICAL REPORT ON STANDARDIZATION ON THE GENERAL APTITUDE TEST BATTERY. NOV 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TABLE WORKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)
4793 NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059304

4794 TABULATING MACHINE OPERATOR 213.782 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE MACHINES, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060082

4795 THE TAKE OF WOMEN IN A FULL EMPLOYMENT ECONOMY 1976
KEYSERLING, M.D.
ADHERENT, VOL.3, NO.3, DEC 1976, P. 17-23.
DISCRIMINATION, ECONOMICS, FULL EMPLOYMENT, SOCIAL ISSUES, WOMEN IN BUSINESS
ARGUES THAT FULL EMPLOYMENT WOULD REDRESS INEQUALITIES SUFFERED BY WOMEN IN THE LABOR MARKET AND WOULD LEAD TO GREATER ECONOMIC GROWTH AND A HIGHER STANDARD OF LIVING FOR ALL. HUMPHREY-HAWKINS PROPOSALS ARE DISCUSSED.
MGMT: ADH76L0017

4796 TAKE-OFF MAN (PAPER GOODS) 9-42.01 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TAKE OFF MAN (PAPER GOODS)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060123

4797 TAKING SENIOR CITIZENS OFF THE SHELF MAR 77
BROWN, STEPHEN
WORKLIFE:2:3:14-19
SENIOR CITIZENS, JOB SKILLS, DAILY LIVING SKILLS, SELF HELP PROGRAMS, SKILL DEVELOPMENT, OLDER ADULTS, STATE PROGRAMS, STATE FEDERAL SUPPORT, FEMALES, MECHANICAL SKILLS, CALIFORNIA, CALIFORNIA (SONOMA COUNTY)
DESCRIBES THE NORTH BAY HUMAN DEVELOPMENT CORPORATIONS (NBHDC) OPERATION OF THE SENIOR SKILLS CENTER IN SANTA ROSA (SONOMA COUNTY) CALIFORNIA, A CETA-FUNDED SELF-HELP PROGRAM THAT TAPS THE RESOURCES OF THE COUNTYS OLDER ADULT POPULATION TO PROVIDE OTHER SENIORS WITH SECOND CAREER TRAINING, COUNSELING, JOB PLACEMENT, AND LOW-COST PRODUCTS AND SERVICES. (SM)
ERIC: EJ156650

4798 TAKING THE GUESSWORK OUT OF AFFIRMATIVE ACTION PLANNING 1977
FLAST, R.H.
PERSONNEL JOURNAL, VOL.56, NO.2, FEB 1977, P. 68-71.
AFFIRMATIVE ACTION, EEO, EMPLOYEE FORECASTING, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, MODELING, OPTIMIZATION, PLANNING, RECRUITMENT, WOMEN IN BUSINESS
THE OPTIMIZING APPROACH USED BY THE AFFIRMATIVE ACTION MANAGER CAN INDICATE THE MINIMUM HIRING DISTRIBUTION PER YEAR FOR ANY MINORITY GROUP TO HELP ACHIEVE COMPANY OBJECTIVES. FLOW MODEL APPROACH IS A TRIAL AND ERROR TECHNIQUE WHICH COULD BE COSTLY, BUT THE OPTIMIZING FORECASTING HELPS QUANTIFY PROGRAMS FOR DYNAMIC HIRING AND PROMOTION.
MGMT: PEJ7730069

4799 TAPER (CONST.) 842.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. APR 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, BUILDING TRADES, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TAPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED072062

4800 TARGET EMPLOYMENT. MAR 64
CHAMBER OF COMMERCE OF THE UNITED STATES, WASHINGTON, D.C.
NOTES: 103P.
ANNOTATED BIBLIOGRAPHIES, BUSINESS, COMMUNITY ACTION, COMMUNITY ORGANIZATIONS, COMMUNITY PROGRAMS, DIRECTORIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, CHAMBER OF COMMERCE
THIS BOOKLET PROVIDES REPRESENTATIVE EXAMPLES OF APPROACHES THAT 36 CHAMBERS OF COMMERCE ACROSS THE NATION HAVE TAKEN TO PROBLEMS OF EMPLOYMENT IN THEIR LOCALES. THEIR EXPERIENCES HAVE BEEN SELECTED TO ILLUSTRATE THE VARIOUS MEANS USED BY BUSINESSMEN TO WORK COOPERATIVELY WITH OTHERS TOWARD THE SOLUTION OF LOCAL PROBLEMS RELATED TO SCHOOL, TRAINING, AND EMPLOYMENT. FOR EACH EXAMPLE, ONE PAGE DESCRIBES THE PROBLEM, THE SOLUTION, AND THE FOLLOWUP ACTION TAKEN BY LOCAL CHAMBERS. EXTRA PAGES EXPLAIN SEVERAL OF THEM MORE FULLY, AND NAMES, ADDRESSES, AND TELEPHONE NUMBERS SHOW WHERE TO ACQUIRE ADDITIONAL INFORMATION. INCLUDED ARE DESCRIPTIONS OF LOCAL CHAMBERS WORKING WITH EDUCATION OFFICIALS, GUIDANCE COUNSELORS, SCHOOL STUDENTS, SCHOOL DROPOUTS, YOUNG AND ADULT UNEMPLOYED, EMPLOYED WORKERS, AND EMPLOYERS. (ET)
ERIC: ED026470

4801 TARGET TOMORROW, SECOND CAREER PLANNING FOR MILITARY RETIREES. MAR 72
DEPARTMENT OF DEFENSE, WASHINGTON, D.C. ASSISTANT SECRETARY OF DEFENSE (MANPOWER AND RESERVE AFFAIRS).
NOTES: 95P.
CAREER CHANGE, CAREER PLANNING, EMPLOYMENT OPPORTUNITIES, GUIDES, JOB APPLICANTS, JOB SKILLS, MALES, MILITARY PERSONNEL, OCCUPATIONAL GUIDANCE, RETIREMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL RETRAINING, SERVICEMAN RETIREMENT
INTENDED FOR THE CAREER SERVICEMAN, THIS BOOKLET ATTEMPTS TO PROVIDE THE RETIREE WITH WORKABLE SOLUTIONS TO HIS OWN RETIREMENT SITUATION AND TO ASSIST HIM IN RESOLVING THE TRANSITION BETWEEN MILITARY AND CIVILIAN LIFE. THE FOUR STEPS THE SERVICEMAN MUST TAKE IN APPROACHING SECOND CAREER EMPLOYMENT ARE GIVEN AS FOLLOWS (1) REVIEW HIS EXPERIENCE, (2) DEVELOP HIS CIVILIAN EMPLOYMENT OBJECTIVES, (3) PREPARE FOR HIS JOB SEARCH, AND (4) NEGOTIATE FOR HIS EMPLOYMENT. SECTION 1 OF THE BOOKLET DISCUSSES STEP (1): SECTION 2 CONCERNS STEP (2): SECTIONS 3 AND 4 RELATE TO STEP (3): AND SECTION 6 PROVIDES INFORMATION ON STEP (4). IN SECTION 5 OF THE BOOKLET, AGENCIES AND ACTIVITIES, BOTH GOVERNMENT AND PRIVATE, THAT CAN ASSIST THE RETIREE IN OBTAINING EMPLOYMENT ARE INDICATED AND BRIEFLY DISCUSSED. IN THE FINAL SECTION, NUMBER 7, THE EFFECT THAT THE TRANSITION FROM MILITARY TO CIVILIAN LIFE WILL HAVE ON THE RETIREES FAMILY IS CONSIDERED. FIVE APPENDICES CONTAIN THE FOLLOWING MATERIAL A. STATE AND LOCAL GOVERNMENT POSITIONS: B. EDUCATION AND EDUCATION SERVICES: C. MANAGEMENT ASSISTANCE PROGRAM: D. FRANCHISES: E. SALES OCCUPATIONS: AND F. PROFESSIONAL AND SOCIAL SERVICE ORGANIZATIONS. (DB)
ERIC: ED069958 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 0800-0415, $.55)

4802 TASK ANALYSIS A SYSTEMATIC APPROACH TO DESIGNING NEW CAREERS PROGRAMS. 71
JACKSON, VIVIAN C.
NEW YORK UNIV. N. Y. NEW CAREERS TRAINING LAB.

(CONT.)

4802 NOTES: 119P.
ADULT COUNSELING, CAREER LADDERS, CAREER PLANNING, JOB SKILLS, OCCUPATIONAL INFORMATION, ON THE JOB TRAINING, PERSONNEL, TASK ANALYSIS, TRAINING LABORATORIES, VOCATIONAL DEVELOPMENT, NEW CAREERS
THIS GUIDE PRESENTS THE PRIMARY APPROACHES, TOOLS, AND TECHNIQUES UTILIZED BY THE NEW CAREERS TRAINING LABORATORY (NCTL) STAFF TO PROVIDE SKILLS IN TRAINING AND TO CONDUCT AGENCY TASK ANALYSES. MUCH OF THE TECHNICAL INFORMATION HAS BEEN TAKEN FROM AN EARLIER NCTL PUBLICATION BY TITA BEAL, A NEW CAREERS GUIDE FOR CAREER DEVELOPMENT OFFICERS WHICH WAS DEVELOPED PRIMARILY FOR COMMUNITY ACTION AGENCY (CAA) PERSONNEL. FOR THE PURPOSES OF THIS GUIDETASK ANALYSIS IS DEFINED AS A SYSTEMATIC WAY OF FINDING OUT WHAT FUNCTIONS AND TASKS ARE INCLUDED IN A GIVEN JOB OR POSITION. THE MAJOR SUBJECTS COVERED ARE TERMINOLOGY; TASK ANALYSIS; UTILIZING PARAPROFESSIONAL SERVICES; DESIGNING AGENCY TRAINING PROGRAMS; GUIDELINES FOR DEVELOPING IN-SERVICE PROGRAMS; ON-THE-JOB TRAINING; DESIGNING CAREER LADDERS; DEVELOPING JOB DESCRIPTIONS; AND OVERVIEW OF EDUCATION COMPONENTS. THE APPENDICES PROVIDE VARIOUS SAMPLES OF TASK ANALYSIS, JOB DESCRIPTIONS, IN-SERVICE TRAINING DESIGNS, AND CAREER LADDER DESIGNS. (AUTHOR/LS)
ERIC: ED064557   NEW CAREERS TRAINING LABORATORY, NEW YORK UNIVERSITY, N. Y. ($2.50)

4803 TASK AND SKILL ANALYSIS A METHODOLOGY OF CURRICULA DEVELOPMENT FOR THE DISADVANTAGED. 73
CENTANNI, FREDERICK A.
SYLVANIA ELECTRONIC SYSTEMS, WALTHAM, MASS.
NOTES: 175P.
CODIFICATION, CORE CURRICULUM, CURRICULUM DEVELOPMENT, DISADVANTAGED GROUPS, ELECTRONICS INDUSTRY, GLOSSARIES, JOB TRAINING, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL CLUSTERS, PROGRAM PLANNING, SKILL ANALYSIS, TASK ANALYSIS, BOSTON (MASSACHUSETTS)
THIS DOCUMENT OUTLINES TRAINING AND EDUCATIONAL PROBLEMS CONFRONTING THE TRAINEE IN PRIVATE BUSINESS AND INDUSTRY AND RECOMMENDS A METHODOLOGY WHICH CAN BE USED TO DEVELOP THE TRAINING/EDUCATIONAL APPROACH. PHASE I IS A LABOR MARKET ANALYSIS, USING BOSTONS STANDARD METROPOLITAN STATISTICAL AREA AS AN EXAMPLE OF AN AREA AND OF THE KINDS OF DATA COLLECTED AND USED. PHASE II IS TASK AND SKILL ANALYSIS (TASA): THIS COLLECTS INFORMATION ON TRAINING TIME OBJECTIVES, GENERAL EDUCATIONAL DEVELOPMENT REASONING, MATHEMATICS, AND LANGUAGE REQUIREMENTS, TYPES OF OCCUPATIONAL SITUATIONS, SPECIAL TOOLS AND EQUIPMENT, PHYSICAL DEMANDS, APTITUDES, PHYSICAL WORK AREA, AND SKILL COMPLEXITY. PHASE III, CURRICULUM DEVELOPMENT, IS BASED ON THE SYLVANIA TECHNICAL CONCEPT CALLED DELTA (DIRECT EMPLOYMENT FROM LOCAL TRAINING ACTIVITIES), WHICH CONSISTS OF ANALYZING JOB REQUIREMENTS AND DEVELOPING A TRAINING PROGRAM WHILE RECOGNIZING THE COMMONALITY OF INSTRUCTION AND INDIVIDUAL ABILITIES OF THE STUDENTS. THE ELECTRONICS INDUSTRY IS USED AS AN EXAMPLE OF HOW THIS CORE CONCEPT PROGRESSES FROM CONCEPTUAL TO OPERATIONAL STATUS. (APPENDIXES INCLUDE OCCUPATIONAL TITLES AND CODES, THE BOSTON STANDARD METROPOLITAN STATISTICAL AREA, VISUAL AIDS, AND A GLOSSARY OF TERMS. THERE ARE NUMEROUS TABLES AND CHARTS.) (EB)
ERIC: ED047193   SYLVANIA ELECTRONIC SYSTEMS, 63 SECOND AVENUE, WALTHAM, MASS. 02154

4804 TASK STRUCTURE, WORK STRUCTURE, AND TEAM PERFORMANCE   69 JUN
NAYLOR, JAMES C.;DICKINSON, TERRY L.
J APPL PSYCHOL:53 PT1:167-77
COMMUNICATION (THOUGHT TRANSFER), FEMALES, LEARNING PROCESSES, RESEARCH, TASK ANALYSIS, TASK PERFORMANCE, TEAMWORK, WORK ATTITUDES, DICKINSON NAYLOR TAXONOMY
ERIC: EJ005732

4805 TAT TRAINING AND TECHNOLOGY.   75
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. MANPOWER DEVELOPMENT DIV.; UNION CARBIDE CORP., OAK RIDGE, TENN. NUCLEAR DIV. ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION, OAK RIDGE, TENN.
NOTES: 14P.; FOR RELATED DOCUMENT, SEE CE 006 469; PHOTOGRAPHS WILL NOT REPRODUCE IN MICROFICHE
EDUCATIONAL PROGRAMS, ELECTRICAL OCCUPATIONS, INDUSTRIAL EDUCATION, INDUSTRIAL TECHNOLOGY, INDUSTRIAL TRAINING, JOB SKILLS, JOB TRAINING, MACHINERY INDUSTRY, MECHANICAL SKILLS, PARTICIPANT SATISFACTION, PROGRAM DESCRIPTIONS, SCHOOL INDUSTRY RELATIONSHIP, TRAINING TECHNIQUES, WELDING, WORK EXPERIENCE PROGRAMS, TAT, TRAINING AND TECHNOLOGY
THE OAK RIDGE ASSOCIATED UNIVERSITIES (ORAU) OF TENNESSEE AND THE NUCLEAR DIVISION OF THE UNION CARBIDE CORPORATION ESTABLISHED AN INDUSTRIAL TRAINING PROGRAM CALLED TRAINING AND TECHNOLOGY (TAT) WHICH WAS CONDUCTED AT THE OAK RIDGE Y-12 PLANT. TAT INSTRUCTORS WERE PROVIDED BY THE REGULAR WORK FORCE OF UNION CARBIDE WHILE ORAU PROVIDED THE ADMINISTRATION, PLANNING, PROGRAM DEVELOPMENT, TRAINEE SERVICE, JOB-RELATED EDUCATION, AND JOB PLACEMENT ASPECTS OF THE PROGRAM. A BRIEF DESCRIPTION OF THE FIVE TRAINING AREAS OFFERED IN THE PROGRAM IS PRESENTED WELDING, MACHINING, INDUSTRIAL ELECTRICITY, PHYSICAL TESTING, AND MECHANICAL OPERATIONS. THE JOB-RELATED EDUCATION PROVIDED IN EACH OF THE OCCUPATION AREAS INCLUDES SHOP THEORY, BLUEPRINT READING, SHOP MATHEMATICS, AND SCIENCE. IN ADDITION, SAFE WORKING PRACTICES AND INDUSTRIAL HYGIENE ARE ALSO STRESSED. BASIC INFORMATION ABOUT THE PROGRAM SUCH AS ENROLLMENT, HOUSING, LOCATION, AND EXTRACURRICULAR ACTIVITIES ARE PROVIDED. PERSONAL EXPERIENCES FROM TWO STUDENTS WHO PARTICIPATED IN THE TAT PROGRAM ARE INCLUDED. (AUTHOR/EC)
ERIC: ED118902

4306 TAT WELDING TECHNOLOGY TRAINING PROGRAM. JAN 75
ROGERS, EVERETTE N.;COOK, JERRY L.
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 34P.
ADULT VOCATIONAL EDUCATION, BEHAVIOR STANDARDS, COURSE CONTENT, EDUCATIONAL PROGRAMS, HIGH SCHOOL EQUIVALENCY PROGRAMS, INDUSTRIAL ARTS, INPLANT PROGRAMS, PROGRAM DESCRIPTIONS, SKILL DEVELOPMENT, TEACHING METHODS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL RETRAINING, WELDERS, WELDING, TAT, TRAINING AND TECHNOLOGY PROGRAMS, UNION CARBIDE
THE TRAINING AND TECHNOLOGY (TAT) WELDING TECHNOLOGY TRAINING PROGRAM IS AN INTENSIVE INDUSTRIAL TRAINING PROGRAM CONDUCTED BY OAK RIDGE ASSOCIATED UNIVERSITIES AND UNION CARBIDE CORPORATION DESIGNED TO UPGRADE THE SKILLS OF UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS SO THEY CAN COMMAND GOOD JOBS IN INDUSTRY. THE DOCUMENT PROVIDES AN INTRODUCTION AND AN OVERVIEW OF THE TAT WELDER TRAINING PROGRAM. DESCRIBED IN DETAIL ARE THE CURRICULUM, TEACHING METHODS, AND PHILOSOPHY OF THE TRAINING PROGRAM. THE PROGRAM TRAINING TAKES 1,040 HOURS, OR 6 MONTHS AND 40 HOURS A WEEK. IT COVERS THREE MAJOR AREAS WELDING LAB, GENERAL EDUCATIONAL DEVELOPMENT (GED)--HIGH SCHOOL EQUIVALENCY--AND INDUSTRIAL BEHAVIOR WITHIN AN INDUSTRIAL SETTING. TRAINEES ARE INTRODUCED TO GAS WELDING AND, ON COMPLETION OF THE COURSE, GRADUATES ARE CERTIFIABLE IN PLATE AND PIPE ELECTRIC ARC WELDING. THE DOCUMENT CONCLUDES WITH A TWO-PAGE BIBLIOGRAPHY AND APPENDED MATERIAL. (AUTHOR/BP)
ERIC: ED169340 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 ($3.00)

4307 TAX ILLUSION AND THE LABOR SUPPLY OF MARRIED WOMEN 1976
ROSEN, H.S.
REVIEW OF BUSINESS + ECONOMICS RESEARCH, VOL.58, NO.2, MAY 1976, P. 167-171. BIBLIOG. 17
DISPOSABLE INCOME, ECONOMICS, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, INCOME TAX, LABOR FORCE, LABOR MARKET, WAGES, WOMEN
IT IS THE NET WAGE THAT MATTERS IN THE HOURS OF WORK DECISION. A MODEL DEVELOPED VIEWS EACH WIFE AS MAXIMIZING A UTILITY FUNCTION IN NON-MARKET ACTIVITY AND INCOME SUBJECT TO CONSTRAINTS WHICH REFLECT HER MARKET OPPORTUNITIES, PAST DECISIONS AND RANDOM OCCURRENCES. THE MODEL PROVIDES THE OPTIMAL NUMBER OF HOURS OF WORK IN TERMS OF THESE VARIABLES. LIMITATIONS OF THE MODEL ARE EXAMINED.
MGMT: R3E76E0167

4308 TAXES IN A LABOR SUPPLY MODEL WITH JOINT WAGE-HOURS DETERMINATION. MAY 75
ROSEN, HARVEY S.
ECONOMETRICA:V44 N3 MAY 1976
NOTES: 25P.; SOME TEXT AND FOOTNOTES WILL BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF ORIGINAL DOCUMENT
ECONOMIC RESEARCH, FEMALES, INCOME, LABOR ECONOMICS, LABOR FORCE, LABOR SUPPLY, MATHEMATICAL MODELS, TAXES, TAX RATES, WAGES, WORKING HOURS, WORKING WOMEN, INCOME TAXES, MARRIED WOMEN, NEW JERSEY
PAYROLL AND PROGRESSIVE INCOME TAXES PLAY AN ENORMOUS ROLE IN THE AMERICAN FISCAL SYSTEM. THE PURPOSE OF THIS STUDY IS TO PRESENT SOME ECONOMETRIC EVIDENCE ON THE EFFECTS OF TAXES ON MARRIED WOMEN, A GROUP OF GROWING IMPORTANCE IN THE AMERICAN LABOR FORCE. A TESTABLE MODEL OF LABOR SUPPLY IS DEVELOPED WHICH PERMITS STATISTICAL ESTIMATION OF A COEFFICIENT OF TAX PERCEPTION. UNLIKE PREVIOUS MODELS OF LABOR SUPPLY, IT ALLOWS FOR THE POSSIBILITY THAT THE WAGE MAY DEPEND ON NUMBER OF HOURS WORKED. CONTRARY TO MUCH OF THE LITERATURE, THE RESULTS OF THIS PAPER STRONGLY SUGGEST THAT MARGINAL TAX RATES DO HAVE AN IMPORTANT IMPACT ON LABOR FORCE BEHAVIOR. SECTION 1 REVIEWS BRIEFLY THE PAST THOUGHT ON THIS PROBLEM. SECTION 2 DEVELOPS A MODEL TO EXPLAIN WORK DECISIONS WHEN AN INDIVIDUAL FACES A WHOLE SET OF WAGE-HOUR COMBINATIONS, RATHER THAN A GIVEN WAGE INDEPENDENT OF THE NUMBER OF HOURS HE WORKS. IN SECTION 3 A MODEL IS MODIFIED TO PERMIT AN EXPLICIT TEST OF WHETHER OR NOT TAXES AFFECT INDIVIDUALS LABOR SUPPLY DECISIONS. ESTIMATION PROBLEMS ARE DISCUSSED AT LENGTH, AND THE EMPIRICAL RESULTS ARE PRESENTED. A CONCLUDING SECTION CONTAINS A SUMMARY AND SUGGESTIONS FOR FUTURE RESEARCH. (AUTHOR)
ERIC: ED131265

4309 A TAXONOMY OF MARINE TECHNICIANS AND TECHNOLOGISTS AND THE IMPLICATIONS FOR TRAINING THEM. JUN 71
GORDON, KENNETH GLENN
FLORIDA STATE UNIV., TALLAHASSEE. EDWARD BALL MARINE LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 239P.
EMPLOYMENT QUALIFICATIONS, JOB TRAINING, MANPOWER NEEDS, MARINE TECHNICIANS, PROGRAM DEVELOPMENT, TAXONOMY
THIS 3-PHASE STUDY WAS CONDUCTED TO (1) ASCERTAIN THE ESSENTIAL EDUCATION, TRAINING, AND CLASSIFICATION CHARACTERISTICS OF MARINE TECHNICIANS AND TECHNOLOGISTS, (2) SUGGEST THEIR IMPLICATIONS TO EDUCATORS, OCEANOGRAPHERS, AND LABOR ADMINISTRATORS, AND (3) DEVELOP A TAXONOMICAL SCHEMA FOR CLASSIFYING THESE PERSONNEL. THE METHODOLOGY INCLUDED DIRECT OBSERVATIONS AT SEA, EXTENSIVE INTERVIEWS WITH SCIENTISTS, TECHNICIANS AND TECHNICAL EDUCATORS, AND THE TESTING OF TWO HYPOTHESES. STATISTICAL TESTS INCLUDED THE PEARSON R FOR DETERMINING THE SIGNIFICANCE OF CORRELATION AMONG MARINE SCIENTISTS AND OCEANOGRAPHERS AS TO HOW THEY CLASSIFIED MARINE TECHNICAL PERSONNEL, AND THE SIGN TEST ON SELECTED PERSONNEL CHARACTERISTICS. A 5-LEVEL HIERARCHY WAS DESCRIBED FOR MARINE TECHNICAL PERSONNEL. (AUTHOR/JS)

(CONT.)

6909 ERIC: ED062509 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 665, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

6910 TEA-BAG OPERATOR (COFFEE, TEA, AND SP.) 7-68.910--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD SERVICE OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TEA BAG OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066463

6911 TEACH THE WORK ETHIC AT WORK 1976
CHERRINGTON, D.J.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.7, OCT 1976, P. 24-28.
EMPLOYEE SERVICES, HUMAN RESOURCE DEVELOPMENT, JOB ENRICHMENT, JOB PERFORMANCE, LABOR FORCE, MANAGEMENT FUNCTIONS, PARTICIPATIVE MANAGEMENT, SUPERVISION, WORK ETHIC, YOUTH
TIGHT SUPERVISION MUST BE GIVEN THE WORKER IN INCREASING HIS WORK VALUE AS HE ACQUIRES MORE DISCIPLINE AND RESPONSIBILITY. FAILURE TO TEACH WORK VALUES HAS CAUSED A DETERIORATION OF TODAYS YOUTHS WORK ETHIC, AND REPLACEMENT BY PERSONALITY ETHIC.
MGMT: PA076JJ026

6912 TEACHER, NURSERY SCHOOL 359.878 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. JAN 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 5P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRESCHOOL TEACHERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TEST S WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060087

6913 A TEACHERS GUIDE TO TEACHING ADULT READING. JUN67
ANDERSON, PRESCO
NEW YORK STATE EDUCATION DEPT., ALBANY.
NOTES: 110P.
ADULT EDUCATION PROGRAMS, EVALUATION METHODS, GROUPING (INSTRUCTIONAL PURPOSES), INSTRUCTIONAL MATERIALS, PROGRAM ADMINISTRATION, PUBLICIZE, READING DIAGNOSIS, READING IMPROVEMENT, TEACHING METHODS
THIS HANDBOOK IS DESIGNED FOR NEW YORK STATE TEACHERS AND ADMINISTRATORS OF ADULT READING IMPROVEMENT COURSES. PRIMARILY, IT SUGGESTS COURSE CONTENT, READING SKILLS TO BE MASTERED, SPECIFIC METHODS OF INSTRUCTION, DIAGNOSTIC TECHNIQUES, TEACHING AND TESTING MATERIALS, AND CLASSROOM RECORD FORMS FOR USE IN EVALUATING STUDENT PROGRESS. THE PUBLICATION IS WRITTEN TO ASSIST TEACHERS WITH ADULTS OF VARYING LEVELS OF READING ACHIEVEMENT. IN ADDITION, IT OFFERS DIRECTORS OF ADULT EDUCATION CONCRETE SUGGESTIONS CONCERNING THE PROMOTION, ORGANIZATION, AND SUPERVISION OF THE COURSES. (AUTHOR/RT)
ERIC: ED015619

6914 TEACHING ADULT EDUCATION COURSES THE EMPLOYEE TRAINING MODEL. SOCIAL SCIENCES. AGRICULTURAL EDUCATION 4. INFORMATION BULLETIN 115. 77
BAIL, JOE P.:CUSHMAN, HAROLD R.
STATE UNIV. OF NEW YORK, ITHACA. COLL. OF AGRICULTURE AND LIFE SCIENCES AT CORNELL UNIV.
NOTES: 24P.

(CONT.)
4914 ADULT VOCATIONAL EDUCATION, COURSE EVALUATION, CURRICULUM DEVELOPMENT, EMPLOYEES, EVALUATION METHODS, JOB TRAINING, MODELS, NEEDS ASSESSMENT, PROGRAM DEVELOPMENT, PROGRAM GUIDES, PROGRAM PLANNING, TEACHING METHODS, TEACHING TECHNIQUES, NEW YORK
THE MODEL DESCRIBED HERE WAS DEVELOPED FOR USE AS A PROGRAM PLANNING GUIDE BY TEACHERS RECRUITED FROM BUSINESS, INDUSTRY, AND THE PROFESSIONS WHO OFFER COURSES TO EMPLOYED ADULTS SEEKING ADDITIONAL SKILLS OR IMPROVEMENT OF THEIR SKILLS AND JOB PERFORMANCE. TEN FEATURES OF THE MODEL ARE LISTED (1) THE PURPOSE IS TO IMPROVE THE COMPETENCIES OF THE LEARNERS IN A SPECIFIC TECHNICAL AREA RELATED TO EMPLOYMENT; (2) EMPLOYEES COMPRISE THE MAIN CLIENTELE; (3) RECRUITMENT IS AN UNDERTAKING OF THE TEACHER AND EMPLOYER; (4) PERSONAL CONTACTS ARE USED IN RECRUITING ENROLLEES; (5) ASSESSMENT OF THE LEARNERS NEEDS IS DONE BY EMPLOYERS USING INDUSTRIAL GUIDES; (6) JOB REQUIREMENTS ARE THE MAIN COURSE FOCUS; (7) SUBJECT MATTER IS ORGANIZED IN AN OPERATIONAL FORMAT; (8) COURSES AVERAGE 60 HOURS; (9) FIRM TEACHER LEADERSHIP AND CLOSE ATTENTION TO INDUSTRIAL STANDARDS ARE CHARACTERISTIC; AND (10) PROGRAM EVALUATION IS FOCUSED ON ASSESSMENT OF LEARNER PERFORMANCE. THIS BOOKLET INCLUDES DESCRIPTION OF ADULT LEARNERS; THE IMPLEMENTATION OF THE MODEL, INCLUDING MAKING ADMINISTRATIVE ARRANGEMENTS, RECRUITING, DETERMINING INSTRUCTIONAL NEEDS, PLANNING THE PROGRAM, PLANNING FOR TEACHING THE INSTRUCTIONAL UNITS, AND USING TEACHING TOOLS; AND LEARNER PERFORMANCE EVALUATION. A TABLE ON WHEN AND HOW TO USE 29 DIFFERENT TEACHING TOOLS IS APPENDED. (EM)
ERIC: ED141588

4915 TEACHING BASIC SKILLS OF COMMUNICATION TO ADULTS 69 DEC
GOODWIN, RUTH
EDUC CAN;9;4;3-11
ADULT EDUCATION PROGRAMS, COMMUNICATION SKILLS, INSTRUCTIONAL MATERIALS, STUDENT MOTIVATION, TEACHER MOTIVATION, MANPOWER UPGRADING PROGRAM
AN EDUCATIONAL PROGRAM SPONSORED BY THE GOVERNMENT TO INCREASE THE EMPLOYMENT POTENTIAL OF THE UNEMPLOYED AND THE UNDER-EMPLOYED HAS MANY REWARDS AS WELL AS DIFFICULTIES. (CK)
ERIC: EJ012769

4916 TEACHING BY CORRESPONDENCE. UNESCO SOURCE BOOK ON CURRICULA AND METHODS, NUMBER 3. 67
ERDOS, RENEE F.
UNITED NATIONS EDUCATIONAL, SCIENTIFIC, AND CULTURAL ORGANIZATION, PARIS (FRANCE).
NOTES: 21PP.
ADMINISTRATIVE ORGANIZATION, ADULT EDUCATION PROGRAMS, ADULT LEARNING, ADULT STUDENTS, AFTER SCHOOL EDUCATION, AUDIOVISUAL INSTRUCTION, CORRESPONDENCE COURSES, CORRESPONDENCE STUDY, COSTS, CURRICULUM, CURRICULUM GUIDES, CURRICULUM PLANNING, HOME STUDY, INSTRUCTIONAL MATERIALS, LESSON PLANS, MULTIMEDIA INSTRUCTION, ORAL COMMUNICATION, PROGRAM COSTS, PROGRAMED INSTRUCTION, SUPPLEMENTARY EDUCATION, TEACHING METHODS
TO EXTEND EDUCATIONAL OPPORTUNITIES AND SERVICES TO EVERYBODY BECOMES INCREASINGLY MORE IMPORTANT, AND CORRESPONDENCE TEACHING CAN CARRY EDUCATION TO THOSE OTHERWISE OUT OF REACH. CORRESPONDENCE COURSES, WHATEVER THE SUBJECT, MUST GUIDE, AID, TRAIN, AND TEST THE STUDENT. ALTHOUGH THE INSTRUCTOR AND THE STUDENT DO NOT MEET, THEIR WRITTEN EXCHANGE ARISING FROM ASSIGNMENTS IS INDIVIDUALIZED AND TAKES PLACE OVER THE FULL PERIOD OF STUDY. ENCOURAGEMENT IS VERY IMPORTANT, PARTICULARLY, AT THE BEGINNING, WHEN LACK OF CONFIDENCE MAKES STUDENTS MOST LIKELY TO BECOME DROPOUTS. THERE ARE MANY POSSIBLE METHODS OF COMBINING OTHER MEDIA WITH CORRESPONDENCE TEACHING TO MEET A VARIETY OF NEEDS, AND FREQUENTLY ORAL TEACHING SUPPLEMENTS REGULAR CORRESPONDENCE. USE OF PROGRAMED INSTRUCTION IS NOW BEGINNING IN CORRESPONDENCE TEACHING, BUT THIS TECHNIQUE IS NOT YET FULLY EVALUATED. ORGANIZING CORRESPONDENCE SCHOOLS REQUIRES CERTAIN BASIC FUNCTIONS, BUT EACH SCHOOL MUST BE BUILT ACCORDING TO ITS SPECIFIC SITUATION AND ROLE. THE COSTS OF PRODUCTION MUST BE CAREFULLY WEIGHTED SO AS NOT TO IMPAIR EDUCATIONAL STANDARDS. APPENDICES ARE INCLUDED COVERING PRODUCTION AND ADMINISTRATION OF COURSES. (DH)
ERIC: ED022372 LONGMANS, GREEN & CO. LIMITED, 48 GROSVENOR STREET, LONDON W1; UNESCO; PLACE DE FONTENOY, PARIS 7E, FRANCE (A2217, $3.25).

4917 TEACHING BY CORRESPONDENCE. UNESCO SOURCE BOOK, NUMBER 3. 67
ERDOS, RENEE F.
UNITED NATIONS EDUCATIONAL, SCIENTIFIC, AND CULTURAL ORGANIZATION, PARIS (FRANCE).
ADMINISTRATIVE ORGANIZATION, ADULT EDUCATION PROGRAMS, ADULT LEARNING, ADULT STUDENTS, AFTER SCHOOL EDUCATION, AUDIOVISUAL INSTRUCTION, CORRESPONDENCE COURSES, CORRESPONDENCE STUDY, COSTS, CURRICULUM, CURRICULUM GUIDES, CURRICULUM PLANNING, HOME STUDY, INSTRUCTIONAL MATERIALS, LESSON PLANS, MULTIMEDIA INSTRUCTION, ORAL COMMUNICATION, PROGRAM COSTS, PROGRAMED INSTRUCTION, SUPPLEMENTARY EDUCATION, TEACHING METHODS
TO EXTEND EDUCATIONAL OPPORTUNITIES AND SERVICES TO EVERYBODY BECOMES INCREASINGLY MORE IMPORTANT, AND CORRESPONDENCE TEACHING CAN CARRY EDUCATION TO THOSE OTHERWISE OUT OF REACH. CORRESPONDENCE COURSES, WHATEVER THE SUBJECT, MUST GUIDE, AID, TRAIN, AND TEST THE STUDENT. ALTHOUGH THE INSTRUCTOR AND THE STUDENT DO NOT MEET, THEIR WRITTEN EXCHANGE ARISING FROM ASSIGNMENTS IS INDIVIDUALIZED AND TAKES PLACE OVER THE FULL PERIOD OF STUDY. ENCOURAGEMENT IS VERY IMPORTANT, PARTICULARLY, AT THE BEGINNING, WHEN LACK OF CONFIDENCE MAKES STUDENTS MOST LIKELY TO BECOME DROPOUTS. THERE ARE MANY POSSIBLE METHODS OF COMBINING OTHER MEDIA WITH CORRESPONDENCE TEACHING TO MEET A VARIETY OF NEEDS, AND FREQUENTLY ORAL TEACHING SUPPLEMENTS REGULAR CORRESPONDENCE. USE OF PROGRAMED INSTRUCTION IS NOW BEGINNING IN CORRESPONDENCE TEACHING, BUT THIS TECHNIQUE IS NOT YET FULLY EVALUATED. ORGANIZING CORRESPONDENCE SCHOOLS REQUIRES CERTAIN BASIC FUNCTIONS, BUT EACH SCHOOL MUST BE BUILT ACCORDING TO ITS SPECIFIC SITUATION AND ROLE. THE COSTS OF PRODUCTION MUST BE CAREFULLY WEIGHTED SO AS NOT TO IMPAIR EDUCATIONAL STANDARDS. APPENDICES ARE INCLUDED COVERING PRODUCTION AND ADMINISTRATION OF COURSES. THIS DOCUMENT

(CONT.)
4817 WAS PUBLISHED BY LONGMANS, GREEN AND CO. LIMITED, 48 GROSVENOR STREET, LONDON W1, ENGLAND AND BY UNESCO, PLACE DE FONTENOY, PARIS 7E, FRANCE, AND IS AVAILABLE AS A2217 FOR $3.25. (OH)
ERIC: ED019863

4818 TEACHING FOR EMPLOYABILITY. JUN 72
MURPHY, PATRICIA D.
NORTH DAKOTA STATE UNIV., FARGO. COLL. OF HOME ECONOMICS. NORTH DAKOTA STATE BOARD FOR VOCATIONAL EDUCATION, BISMARCK. RESEARCH COORDINATING UNIT.
CONTRACT NO. 26
VOCATIONAL EDUCATION, TEACHING TECHNIQUES, FUNDAMENTAL CONCEPTS, STUDENT ATTITUDES, WORK ATTITUDES, JOB SKILLS, EMPLOYMENT QUALIFICATIONS, COURSE CONTENT, PROGRAM EVALUATION, EDUCATIONAL PROGRAMS, JOB APPLICATION, SECONDARY EDUCATION, ATTITUDE TESTS, EDUCATIONAL RESEARCH, NORTH DAKOTA
THIS BOOKLET OF TEACHING SUGGESTIONS, OBTAINED DURING A 1-DAY BRAINSTORMING SESSION WITH 12 NORTH DAKOTA VOCATIONAL TEACHERS, IS BASED ON A RESEARCH PROJECT WHICH SOUGHT TO IDENTIFY THE CONCEPTS AND INSTRUCTION THAT ARE COMMON IN SECONDARY VOCATIONAL COURSES. FOLLOWING A BRIEF SUMMARY OF THE RESEARCH PROJECT, WHICH INCLUDES THE PROCEDURES AND RESULTING RANK-ORDERED LISTS OF CONCEPTS RATED AS MOST ESSENTIAL, USEFUL, AND LEAST ESSENTIAL BY A PANEL OF EXPERTS, THE BOOKLET PROVIDES (1) SUGGESTIONS AND RESOURCES FOR USING THE CONCEPTS, INCLUDING IDEAS FOR DEVELOPING POSITIVE ATTITUDES TOWARD WORK AND DEVELOPING SUCH JOB SKILLS AS LOCATING AND INTERVIEWING FOR A JOB, (2) DESCRIPTIONS OF EFFECTIVE TEACHING TECHNIQUES, SUCH AS ROLE PLAYING, STUDENT DEBATES, AND WORK EXPERIENCES, (3) DESCRIPTIONS OF PROJECTIVE AND SELF-REPORT TECHNIQUES TO USE IN ASSESSING STUDENTS ATTITUDES, AND (4) AN EVALUATION FORM TO USE IN RATING A PRESENT VOCATIONAL PROGRAM IN TERMS OF THE CONCEPTS CONSIDERED MOST IMPORTANT BY THE PANEL OF EXPERTS. THE QUESTIONNAIRE USED IN THE RESEARCH PROJECT PLUS LISTS OF THE PANEL OF EXPERTS AND TEACHERS PARTICIPATING IN THE BRAINSTORMING SESSION ARE APPENDED. (SB)
AIM/ARM: VT019909 NORTH DAKOTA RESEARCH COORDINATING UNIT, STATE BOARD FOR VOCATIONAL EDUCATION, STATE OFFICE BUILDING, 900 EAST BOULEVARD, BISMARCK, ND 58501

4819 TEACHING GUIDE FOR SOCIAL SERVICE OCCUPATIONS. 76
KEMPTON, ROBERT F.
NATIONAL EVALUATION SYSTEMS, INC., AMHERST, MASS. ILLINOIS STATE OFFICE OF EDUCATION, SPRINGFIELD. DIV. OF ADULT VOCATIONAL AND TECHNICAL EDUCATION.
CONTRACT NO. PCB-A6-012
NOTES: 130P.; FOR RELATED DOCUMENTS SEE CE 007 982-986
CURRICULUM DEVELOPMENT, LEARNING ACTIVITIES, OCCUPATIONAL INFORMATION, PARAPROFESSIONAL PERSONNEL, PERFORMANCE BASED EDUCATION, SECONDARY EDUCATION, SOCIAL SERVICES, TASK ANALYSIS, TEACHING GUIDES, VOCATIONAL EDUCATION
THIS TEACHING GUIDE FOR SOCIAL SERVICE OCCUPATIONS IS ONE OF A SERIES OF FIVE PERFORMANCE AND EMPLOYER-BASED SECONDARY LEVEL GUIDES FOR VOCATIONAL EDUCATION. PART 1 PROVIDES TOOLS, RESOURCES, AND A PROCESS TO BE USED AT THE LOCAL LEVEL TO DEVELOP A SOCIAL SERVICE OCCUPATIONS TRAINING CURRICULUM AND SUPPORTING INSTRUCTIONAL ACTIVITIES. IT INCLUDES A COMPREHENSIVE OVERVIEW OF THE CAREER FIELD; A PERFORMANCE-BASED LISTING OF SOCIAL SERVICE JOB TASKS; A DESCRIPTION OF THE ATTITUDES AND VALUES INHERENT TO SOCIAL SERVICE; A METHOD FOR DEVELOPING LEARNING ACTIVITY PACKAGES; TWO SAMPLE LEARNING ACTIVITY PACKAGES; DESCRIPTIONS OF EIGHT COMMONLY USED TEACHING METHODS; A LISTING OF INSTRUCTIONAL RESOURCES, REFERENCES, AND ACTIVITIES TO BE USED WHEN DEVELOPING LEARNING ACTIVITY PACKAGES. PART 2 OFFERS THE GUIDANCE COUNSELOR SOCIAL SERVICE CAREER INFORMATION AND RECOMMENDS STEPS TO DETERMINE CRITERIA FOR STUDENT SELECTION AND PLACEMENT IN THE TRAINING PROGRAM. IT INCLUDES A THEORETICAL FRAMEWORK FOR GUIDANCE ACTIVITIES IN THE TRAINING PROGRAM; A DESCRIPTION OF THE GENERAL APTITUDE TEST BATTERY; A COMPOSITE PROFILE OF THE ENTRY-LEVEL WORKER; A LISTING OF INSTRUCTIONAL UNITS OF A WIDELY USED REMEDIATION PROGRAM; THE WORKER TRAIT CODIFICATION SYSTEM (FROM THE DICTIONARY OF OCCUPATIONAL TITLES); DESCRIPTIONS OF RELATED JOBS; AND JOB TITLES ORGANIZED BY THE FOUR MAJOR WORKER TRAIT GROUPS ASSOCIATED WITH SOCIAL WORK. (NJ)
ERIC: ED129996

4820 TEACHING IN THE BOONDOCKS A MODEL FOR INDEPENDENT STUDY OF THE PSYCHOLOGY OF AGING. 76
O'CONNOR, NANCY
NOTES: 7P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE CANADIAN ASSOCIATION ON GERONTOLOGY (NOVEMBER 11-13, 1976, VANCOUVER, BRITISH COLUMBIA)
ADULT EDUCATION PROGRAMS, DEVELOPMENTAL PSYCHOLOGY, GERONTOLOGY INDEPENDENT STUDY, OLDER ADULTS, PSYCHOEDUCATIONAL PROCESSES, RURAL AREAS, TEACHING METHODS, TEACHING MODELS
THIS PAPER PROVIDES THE COURSE DESIGN AND CONTENT FOR A COURSE ON THE PSYCHOLOGY OF AGING INTENDED TO REACH PRACTITIONERS AND UNDERGRADUATE STUDENTS WHO LIVE IN ISOLATED AREAS AND ARE UNABLE TO ATTEND CONGREGATE CLASSES. FOUR EDUCATIONAL OBJECTIVES INCLUDE (1) TO INCREASE THE KNOWLEDGE AND UNDERSTANDING OF THE STUDENT IN THE PROCESSES AND PSYCHOLOGICAL CHANGES ASSOCIATED WITH AGING; (2) TO SENSITIZE THE STUDENT TO AN EMPATHIC POSITION OF THE AGED; (3) TO AROUSE THE STUDENTS INTEREST IN THE STUDY OF AGING; (4) TO PREPARE THE STUDENT TO WORK WITH THE AGED CONSIDERING PSYCHOLOGICAL THEORIES, PERSONALITY AND FUNCTIONAL CHANGES INVOLVED IN THE AGING PROCESS. THE COURSE IS DESIGNED TO PROVIDE THE STUDENT WITH EXPERIENTIAL SITUATIONS AND CONTINUAL FEEDBACK THROUGH WRITTEN ASSIGNMENTS IN A TWO-WAY INTERACTION WITH THE INSTRUCTOR. THERE ARE 12 LESSONS ASSIGNED. EVALUATION IS BASED ON OPEN BOOK MID-TERM, AND FINAL EXAMS AND A PROJECT. A

(CONT.)
4920 PRE- AND POST-ATTITUDE SCALE WILL ASSIST IN EVALUATING THE EFFECTIVENESS OF THE COURSE.
(AUTHOR)
ERIC: ED141724

4921 TEACHING JOB REQUIRED BEHAVIORS VIA THE SYSTEMATIC USE OF PRESCRIBED GROUP COUNSELING
INTERVENTIONS THE PROGRAM AND ITS OPERATIONAL FEASIBILITY.   OCT 71
TOBIAS, RICHARD
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER
ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 82-36-71-07
NOTES: 39P.
BEHAVIOR CHANGE, COUNSELING PROGRAMS, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS,
FEASIBILITY STUDIES, GROUP COUNSELING, JOB SKILLS, MANPOWER DEVELOPMENT, PROGRAM
DESCRIPTIONS, SKILL DEVELOPMENT, UNEMPLOYED
DIRECTED AT THE MANPOWER COUNSELOR, THIS REPORT DESCRIBES THE PROJECTS EXPERIENCES IN
TEACHING JOB-REQUIRED BEHAVIORAL SKILLS TO THE HARDCORE THROUGH SYSTEMATICALLY
PRESCRIBED GROUP COUNSELING INTERVENTIONS. WHILE DESCRIBING THE OVERALL SYSTEM, IT
FOCUSES ON THE DETAILED PRESENTATION OF THE PRESCRIBED GROUP COUNSELING INTERVENTIONS
DEVELOPED, THE GROUP SITUATIONS IN WHICH THEY ARE TO BE UTILIZED, AND
EXPERIENTIALLY-BASED FEEDBACK AS TO THEIR OPERATIONAL FEASIBILITY. (AUTHOR)
ERIC: ED134971   NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD,
SPRINGFIELD, VIRGINIA 22151 (HC $3.00, MF $0.95, ORDER NUMBER PB-211 787)

4922 TEACHING JOB-RELATED BEHAVIORAL COMPETENCIES THROUGH THE USE OF PRESCRIBED LEADER
INTERVENTIONS WITHIN A STRUCTURED GROUP COUNSELING PROGRAM. SPECIAL REPORT   NOV 72
TOBIAS, RICHARD
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON,
D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-36-71-07
NOTES: 15P.
COUNSELING PROGRAMS, EMPLOYMENT QUALIFICATIONS, GROUP COUNSELING, MANPOWER UTILIZATION,
MOTIVATION, PERFORMANCE BASED EDUCATION, PILOT PROJECTS, PROGRAM DESCRIPTIONS,
VOCATIONAL COUNSELING
THE EXPERIMENTAL MANPOWER LABORATORY DEVELOPED AND PILOTED A STRUCTURED COUNSELING
PROGRAM WHICH WAS DESIGNED TO TEACH SPECIFIC JOB-REQUIRED BEHAVIORS. EACH STRUCTURED
COUNSELING SESSION HAD AS ITS OBJECTIVE, ONE OF THE JOB-REQUIRED BEHAVIORS. WITHIN THE
SESSION SPECIFIC INTERVENTIONS WERE PRESCRIBED TO ACHIEVE THE PREDETERMINED OBJECTIVE.
THIS SYSTEMATIC APPROACH PERMITTED MORE CLEAR DELINEATATION OF THE PROBLEMS ATTENDANT ON
THE UTILIZATION OF GROUP INTERVENTIONS WHICH IN TURN PERMITTED THE ANALYSIS OF THE
PROBLEMS AND RAISED QUESTIONS DIRECTED TO THEIR SYSTEMATIC RESOLUTION. MOST OF THESE
PROBLEMS HAVE BEEN ELUSIVE OF CLEAR DEFINITION AND THEREFORE ANALYSIS AND RESOLUTION.
THIS PAPER IDENTIFIES SOME OF THE PROBLEMS IN UTILIZING GROUP INTERVENTIONS TO ACHIEVE
SPECIFIC PRESTATED OBJECTIVES. (AUTHOR)
ERIC: ED136098   NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD,
SPRINGFIELD, VIRGINI 22151 (HC$3.00, MF$0.95, ORDER NUMBER PB213-863)

4923 TEACHING MANPOWER A COLLECTION OF COURSES.
JOPPIN, VALERIE, ED.;KUSHIN, FRANK, ED.
COLUMBIA UNIV., NEW YORK, N.Y. SCHOOL OF SOCIAL WORK. MANPOWER ADMINISTRATION (DOL),
WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. 92-34-70-16
NOTES: 212P.
CONTENT READING, COURSE CONTENT, CURRICULUM GUIDES, DISADVANTAGED GROUPS, EMPLOYMENT,
GRADUATE STUDY, HIGHER EDUCATION, HUMAN RESOURCES, LABOR ECONOMICS, LABOR MARKET,
MANPOWER DEVELOPMENT, SOCIAL FACTORS, UNDERGRADUATE STUDY
FORTY-SEVEN COURSE OUTLINES AND READING LISTS ABOUT MANPOWER DEVELOPMENT ARE PRESENTED.
THEY REFLECT THE DIVERSITY OF ACADEMIC PROGRAMS WHICH DEAL WITH MANPOWER POLICIES AND
PROGRAMS IN ECONOMICS, SOCIOLOGY, INDUSTRIAL AND LABOR RELATIONS, URBAN STUDIES AND
URBAN PLANNING, PUBLIC ADMINISTRATION, BUSINESS AND MANAGEMENT, AND SOCIAL WORK. COURSES
OFFERED AT UNDERGRADUATE AND GRADUATE LEVELS ARE INCLUDED, ALTHOUGH MORE CONCENTRATED
ATTENTION IS PAID TO MANPOWER AND EMPLOYMENT ISSUES IN SPECIALIZED GRADUATE PROGRAMS.
THE DOCUMENT IS ORGANIZED AROUND THE PERSPECTIVE OF SOCIAL WORK EDUCATION AND PRACTICE.
REPRESENTATIVE COURSE OUTLINES AND READING LISTS ARE GROUPED ACCORDING TO THE FOLLOWING
SEVEN CATEGORIES (1) INTRODUCTORY ALL-PURPOSE MANPOWER COURSES, (2) HUMAN RESOURCES
DEVELOPMENT, (3) LABOR MARKET ECONOMICS, (4) SPECIAL MANPOWER PROBLEMS OF DISADVANTAGED
GROUPS, (5) MANPOWER PROBLEMS AND POLICIES, (6) MANPOWER PLANNING, PROGRAM DESIGN AND
EVALUATION, AND (7) SPECIALIZED ISSUES IN THE WORLD OF WORK. INSTITUTIONS REPRESENTED
INCLUDE COLUMBIA UNIVERSITY GRADUATE SCHOOL OF BUSINESS, UNIVERSITY OF KANSAS SCHOOL OF
SOCIAL WELFARE, UNIVERSITY OF MICHIGAN SCHOOL OF SOCIAL WORK, MASSACHUSETTS INSTITUTE OF
TECHNOLOGY, AND CORNELL UNIVERSITY NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR
RELATIONS. (AUTHOR/AV)
ERIC: ED139721

4924 TEACHING THE EDUCABLE MENTALLY RETARDED.   68
LOVE, HAROLD D.
NOTES: 314P.
CURRICULUM, EDUCABLE MENTALLY HANDICAPPED, EXCEPTIONAL CHILD EDUCATION, MENTALLY
HANDICAPPED, PARENT ATTITUDES, PERCEPTUAL MOTOR COORDINATION, PSYCHOLOGICAL EVALUATION,

(CONT.)

4924 RESEARCH REVIEWS (PUBLICATIONS), SENSORY TRAINING, SOCIAL DEVELOPMENT, TEACHER QUALIFICATIONS, TEACHING METHODS, TESTS, UNITS OF STUDY (SUBJECT FIELDS), VOCATIONAL EDUCATION, WORK STUDY PROGRAMS, E O SEGUIN, J M ITARD, M MONTESSORI

THE TEXT DISCUSSES THE BEHAVIOR, EVALUATION, AND EDUCATION OF MENTALLY RETARDED CHILDREN. HAROLD D. LOVE PRESENTS AN OVERVIEW OF THE RETARDED, A DESCRIPTION OF INTELLIGENCE AND PERSONALITY TESTS, AND A HISTORICAL SURVEY OF RETARDATION; VIRGINIA CANTRELL REVIEWS THE EDUCATIONAL PHILOSOPHIES AND METHODS OF ITARD, SEGUIN, AND MONTESSORI. SHIRLEY K. HENDERSON, LORETA HOLDER, AND MARY K. STEWARD DISCUSS CURRICULAR APPROACHES EMPHASIZING THE INTEGRATED LIFE EXPERIENCE, AND CURRICULUM AND METHODOLOGY FOR TEACHING READING, WRITING, SPELLING, ARITHMETIC, PHYSICAL EDUCATION, MUSIC, AND ART. ALSO INCLUDED ARE LOVES PAPER ON PARENTAL ATTITUDES TOWARD THEIR RETARDED CHILDREN AND PHILIP C. CHINS ON HIGH SCHOOL WORK-STUDY PROGRAMS FOR THE EDUCABLE RETARDED. (LE)

ERIC: ED025978 MCCUTCHAN PUBLISHING CORPORATION, 2526 GROVE STREET, BERKELEY, CALIFORNIA 94704.

4925 TEACHING THE MEANING AND IMPORTANCE OF AGRIBUSINESS (A TEACHING PLAN DESIGNED FOR USE WITH A REFERENCE UNIT ON THE MEANING AND IMPORTANCE OF AGRIBUSINESS). 74

LEE, JASPER S., COMP.

MISSISSIPPI RESEARCH AND CURRICULUM UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION, STATE COLLEGE. MISSISSIPPI STATE DEPT. OF EDUCATION, JACKSON. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION.

NOTES: 29P.; FOR A RELATED DOCUMENT SEE CE 009 312

AGRIBUSINESS, AGRICULTURAL EDUCATION, CONCEPT FORMATION, INSTRUCTIONAL AIDS, LESSON PLANS, SECONDARY EDUCATION, TEACHING GUIDES, TEACHING TECHNIQUES, UNIT PLAN, VOCATIONAL EDUCATION

INTENDED FOR SUPPLEMENTARY USE WITH A REFERENCE UNIT ON THE MEANING AND IMPORTANCE OF AGRIBUSINESS, THIS SUGGESTED TEACHING PLAN IS DESIGNED TO ASSIST IN TEACHING CERTAIN FUNDAMENTAL CONCEPTS ASSOCIATED WITH THE MEANING AND IMPORTANCE OF AGRIBUSINESS. IT IS COMPOSED OF THE FOLLOWING SECTIONS PURPOSE, BEHAVIORAL OBJECTIVES, SITUATION, DETAILED OUTLINE, SUGGESTED SUPPLEMENTARY LEARNING ACTIVITIES, EVALUATION TECHNIQUES, SUGGESTED SUPPLEMENTARY REFERENCES AND OTHER AIDS, AND TRANSPARENCY MASTERS. THE SECTION ON THE DETAILED OUTLINE COVERS THE MAJORITY OF THE DOCUMENT AND PRESENTS DETAILED TEACHING PROCEDURES. A TWO-COLUMN FORMAT IS USED THE LEFT-COLUMN LISTS THE TEACHING TASKS OF THE INSTRUCTION, AND THE RIGHT-COLUMN GIVES THE STEP-BY-STEP DETAIL FOR ACCOMPLISHING EACH TEACHING TASK. (HD)

ERIC: ED132246

4926 TECHNICAL AND VOCATIONAL EDUCATION PLANNING. AN INTERNATIONAL ANNOTATED BIBLIOGRAPHY OF ERIC DOCUMENTS. BIBLIOGRAPHY SERIES NO. 35. JUN 76

SCHROEDER, WAYNE E., COMP.

OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.

NOTES: 74P.

ANNOTATED BIBLIOGRAPHIES, ABSTRACTS, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, EDUCATIONAL PLANNING, CURRICULUM DEVELOPMENT, POLICY FORMATION, EDUCATIONAL POLICY, STAFF IMPROVEMENT

PREPARED FOR THE INTERNATIONAL CONFERENCE ON TECHNICAL AND VOCATIONAL EDUCATION, DENVER, COLORADO, JUNE 1976, THE ANNOTATED BIBLIOGRAPHY PRESENTS OVER 160 RESUMES SELECTED FROM THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC). INTENDED AS A RESOURCE FOR TECHNICAL AND VOCATIONAL EDUCATION PLANNERS AND PRACTITIONERS FROM VARIOUS COUNTRIES, THE RESUMES ARE ORGANIZED TO REFLECT THE THREE CONFERENCE PROGRAM THEMES POLICY FORMULATION AND PLANNING, CURRICULUM DEVELOPMENT, AND STAFF DEVELOPMENT. REFERENCES WERE SELECTED ON THE BASIS OF THEIR POTENTIAL FOR INTERNATIONAL APPLICATION AND WERE LIMITED TO MATERIALS THAT HAVE BEEN ENTERED INTO ERIC SINCE 1970. JOURNAL ARTICLES ARE NOT INCLUDED. THE RESUMES INCLUDE THE FOLLOWING INFORMATION TITLE, AUTHOR(S), INSTITUTIONAL SOURCE, SPONSORING AGENCY, PUBLICATION DATE, NUMBER OF PAGES, AVAILABILITY, AND A DOCUMENT ABSTRACT. THE FULL TEXTS OF DOCUMENTS ARE AVAILABLE FROM THE ORIGINAL SOURCES OR FROM THE ERIC DOCUMENT REPRODUCTION SERVICE (EDRS) AS MICROFICHE OR XEROXED REPRODUCTIONS. ORDERING INFORMATION FOR EDRS REPRODUCTIONS IS PROVIDED IN THE INTRODUCTORY SECTION. (AUTHOR/PG)

AIM/ARM: VT103194

4927 TECHNICAL CLUSTER II GRAPHIC ARTS, VOLUME F PRODUCTION PRINTING. 68

LEARNING SYSTEMS, INC., WASHINGTON, D.C. DEPARTMENT OF JUSTICE, WASHINGTON, D.C. BUREAU OF PRISONS.

CONTRACT NO. 131

ADULT EDUCATION, GRAPHIC ARTS, PRINTING, PUBLISHING INDUSTRY, REPROGRAPHY, ENTRY WORKERS, LESSON PLANS, PHOTOCOMPOSITION, PROJECT TRAINING METHODS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION

THIS COURSE OF STUDY IS INTENDED FOR USE IN A CLUSTER CONCEPT PROGRAM AS PART OF AN INTEGRATED CURRICULUM. THE TOTAL PROGRAM AIMS TO PREPARE STUDENTS WITH THE BASIC SKILLS NEEDED TO ENTER A NUMBER OF OCCUPATIONS IN THE GRAPHIC ARTS CLUSTER. THIS 1-MONTH COURSE DEALS WITH PRODUCTION PRINTING. SINCE EMPHASIS IS ON THE APPLICATION OF KNOWLEDGE AND SKILLS ACQUIRED IN PREVIOUS UNITS, THE PROJECT TRAINING METHOD IS USED. THE 20 UNITS OF THE COURSE PROVIDE LESSON PLANS, REFERENCES, AUDIO-VISUAL MATERIALS, AND SUGGESTED ACTIVITIES. THE APPENDIX CONTAINS A PRESCRIPTION PROFILE FOR EMPLOYMENT IN WHICH THE INDUSTRY, THE OCCUPATIONS WITHIN PRODUCTION PRINTING, AND THE VARIOUS PARTS OF THE PROCESS ARE DESCRIBED IN TERMS OF JOB DESCRIPTION. RELATED DOCUMENTS ARE AVAILABLE AS VT

(CONT.)
4927 008 349-VT 038 353 AIM FALL, 1969. (MU)
AIM/ARM: VT100113

4928 TECHNICAL IMPLICATIONS OF EQUAL EMPLOYMENT LAW FOR MANPOWER PLANNING 1975
LEDVINKA, J.
PERSONNEL PSYCHOLOGY, VOL.28, NO.3, AUTUMN 1975, P. 299-323. BIBLOG. 13.
AFFIRMATIVE ACTION, DISCRIMINATION, EEO, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS
NUMERICAL MODELS FOR IMPLEMENTING AFFIRMATIVE ACTION ARE OFFERED. THE ACTUAL PROBLEM OF INTEREST IS THE IMPACT ON THE TARGET GROUP.
MGMT: PPS75R0239

4929 TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY FOR COUNSELOR, CAMP. FEB67
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.; CALIFORNIA STATE EMPLOYMENT SERVICE, SACRAMENTO.; NEW YORK STATE EMPLOYMENT SERVICE, ALBANY.
NOTES: 19P.
APTITUDE TESTS, CAMP COUNSELORS, EMPLOYMENT QUALIFICATIONS, OCCUPATIONAL INFORMATION, PERSONNEL EVALUATION, TEST VALIDITY, CALIFORNIA, GENERAL APTITUDE TEST BATTERY, NEW YORK
OCCUPATIONAL NORMS IN TERMS OF MINIMUM QUALIFYING SCORES FOR THE APTITUDE MEASURES WHICH PREDICT JOB PERFORMANCE WERE ESTABLISHED. THE GENERAL APTITUDE TEST BATTERY AND TWO CRITERION MEASURES OF SUPERVISORY RATINGS WERE TESTED ON TWO SAMPLES, ONE CONSISTING OF 34 MALE AND 56 FEMALE CAMP COUNSELORS EMPLOYED IN NEW YORK STATE SUMMER CAMPS IN 1965, AND THE OTHER OF 24 MALE AND 41 FEMALE CAMP COUNSELORS FROM FIVE SOUTHERN CALIFORNIA SUMMER CAMPS. FINAL NORMS WERE DERIVED ON THE BASIS OF A COMPARISON OF THE DEGREE TO WHICH TRIAL NORMS CONSISTING OF VARIOUS COMBINATIONS OF GENERAL LEARNING ABILITY, VERBAL APTITUDE, CLERICAL PERCEPTION, AND MOTOR COORDINATION, AT TRIAL CUTTING SCORES, WERE ABLE TO DIFFERENTIATE BETWEEN 66 PERCENT OF THE SAMPLE CONSIDERED TO BE GOOD WORKERS AND 34 PERCENT CONSIDERED TO BE POOR WORKERS. NORMS OF 100 FOR GENERAL LEARNING ABILITY, 95 FOR VERBAL APTITUDE, AND 105 FOR CLERICAL PERCEPTION PROVIDED OPTIMUM DIFFERENTIATION FOR THE OCCUPATION OF CAMP COUNSELOR. A SAMPLE RATING INSTRUMENT AND RESULTS OF THE VARIOUS STATISTICAL TESTS OF THE DATA ARE INCLUDED. (EM)
ERIC: ED016119

4930 TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY FOR FORK-LIFT-TRUCK OPERATOR. AUG 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CRITERIA, CUTTING SCORES, EQUIPMENT UTILIZATION, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PERSONNEL SELECTION, SELECTION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERIC APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (RC)
ERIC: ED103450

4931 TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY FOR KEY-PUNCH OPERATOR. OCT 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CLERICAL WORKERS, CRITERIA, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PERSONNEL SELECTION, SELECTION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, KEY PUNCH OPERATORS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (RC)
ERIC: ED103451

6832 TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY FOR MAINTENANCE REPAIRER, FACTORY OR MILL (ANY IND.) 899.281. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EMPLOYMENT QUALIFICATIONS, EVALUATION CRITERIA, JOB ANALYSIS, JOB SKILLS, JOB TRAINING, MACHINE REPAIRMEN, PERSONNEL EVALUATION, PERSONNEL SELECTION, RATING SCALES, STATISTICAL ANALYSIS, TEST CONSTRUCTION, TEST VALIDITY
RESEARCH WHICH RESULTED IN THE DEVELOPMENT OF THE UNITED STATES EMPLOYMENT SERVICE SPECIFIC APTITUDE TEST BATTERY FOR USE IN SELECTING INEXPERIENCED OR UNTRAINED INDIVIDUALS FOR TRAINING AS MAINTENANCE REPAIRER IS DESCRIBED. OCCUPATIONAL NORMS WERE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH SIGNIFICANT APTITUDE MEASURE, WHICH WHEN COMBINED, PREDICT JOB PERFORMANCE. STATISTICAL DATA, NAMES OF ORGANIZATIONS PARTICIPATING IN THE STUDY, JOB DESCRIPTIONS AND SUPERVISORS RATING SCALES ARE INCLUDED. (DEP)
ERIC: ED117160

6833 TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY FOR NURSE AID (MEDICAL SER.) 355.878. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 29P.
APTITUDE TESTS, CUTTING SCORES, EMPLOYMENT QUALIFICATIONS, EVALUATION CRITERIA, JOB ANALYSIS, JOB SKILLS, MINORITY GROUPS, OCCUPATIONAL INFORMATION, PERSONNEL EVALUATION, PERSONNEL SELECTION, RATING SCALES, TEST CONSTRUCTION, TEST VALIDITY, USES SPECIFIC APTITUDE TEST BATTERY
RESEARCH WHICH RESULTED IN THE DEVELOPMENT OF THE UNITED STATES EMPLOYMENT SERVICE SPECIFIC APTITUDE TEST BATTERY FOR USE IN SELECTING INEXPERIENCED AND UNTRAINED INDIVIDUALS FOR TRAINING AS NURSE AIDS IS DESCRIBED. OCCUPATIONAL NORMS WERE ESTABLISHED IN TERMS OF EACH SIGNIFICANT APTITUDE MEASURE WHICH WHEN COMBINED, PREDICT JOB PERFORMANCE. STATISTICAL DATA, HOSPITALS CONTRIBUTING SAMPLES FOR THE VALIDATION STUDY, DESCRIPTIVE RATING SCALES, AND A DESCRIPTION OF THE JOB DUTIES OF THE NURSE AID (MEDICAL SER.) ARE INCLUDED. (BJG)
ERIC: ED119597

6834 TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY FOR NURSE, LICENSED PRACTICAL (MEDICAL SER.) 079.378. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
APTITUDE TESTS, CUTTING SCORES, EMPLOYMENT QUALIFICATIONS, EVALUATION CRITERIA, JOB ANALYSIS, JOB SKILLS, JOB TRAINING, MINORITY GROUPS, PERSONNEL EVALUATION, PERSONNEL SELECTION, PRACTICAL NURSES, RATING SCALES, STATISTICAL ANALYSIS, TEST CONSTRUCTION, TEST VALIDITY, USES SPECIFIC APTITUDE TEST BATTERY FOR NURSE
RESEARCH WHICH RESULTED IN THE DEVELOPMENT OF THE SPECIFIC APTITUDE TEST BATTERY FOR USE IN SELECTING INEXPERIENCED OR UNTRAINED INDIVIDUALS FOR TRAINING AS LICENSED PRACTICAL NURSES IS DESCRIBED. OCCUPATIONAL NORMS WERE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH SIGNIFICANT APTITUDE MEASURE, WHICH WHEN COMBINED, PREDICT JOB PERFORMANCE. STATISTICAL DATA, NAMES OF HOSPITALS PARTICIPATING IN THE STUDY, AND SUPERVISORS RATING SCALES ARE INCLUDED. (DEP)
ERIC: ED117159

6835 TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY FOR PROOF-MACHINE OPERATOR (BANKING) 217.388. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, BANKING, CUTTING SCORES, EMPLOYMENT QUALIFICATIONS, EVALUATION CRITERIA, JOB ANALYSIS, JOB SKILLS, MINORITY GROUPS, OCCUPATIONAL INFORMATION, PERSONNEL EVALUATION, PERSONNEL SELECTION, RATING SCALES, TEST CONSTRUCTION, TEST VALIDITY, PROOF MACHINE OPERATOR, USES SPECIFIC APTITUDE TEST BATTERY
RESEARCH WHICH RESULTED IN THE DEVELOPMENT OF THE UNITED STATES EMPLOYMENT SERVICE SPECIFIC APTITUDE TEST BATTERY FOR USE IN SELECTING INEXPERIENCED OR UNTRAINED INDIVIDUALS FOR TRAINING AS PROOF-MACHINE OPERATORS IS DESCRIBED. OCCUPATIONAL NORMS WERE ESTABLISHED IN TERMS OF EACH SIGNIFICANT APTITUDE MEASURE WHICH WHEN COMBINED, PREDICT JOB PERFORMANCE. STATISTICAL DATA, NAMES OF ORGANIZATIONS COOPERATING IN THE STUDY, A DESCRIPTIVE RATING SCALE, AND A DESCRIPTION OF THE JOB DUTIES OF THE PROOF-MACHINE-OPERATOR (BANKING) ARE INCLUDED. (BJG)
ERIC: ED119598

6836 TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY FOR UTILITY HAND (PAPER GOODS) 539.883. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, JOB ANALYSIS, OCCUPATIONAL INFORMATION, OCCUPATIONAL TESTS, PAPER (MATERIAL), PERSONNEL SELECTION, RATING SCALES, SEMISKILLED OCCUPATIONS, STATISTICAL ANALYSIS, SUPERVISORS, TASK PERFORMANCE, TEST CONSTRUCTION, TEST VALIDITY, UTILITY HANDS (PAPER GOODS)
RESEARCH RESULTING IN THE DEVELOPMENT OF THE SPECIFIC APTITUDE TEST BATTERY FOR USE IN SELECTING INEXPERIENCED OR UNTRAINED INDIVIDUALS FOR TRAINING AS UTILITY HANDS (PAPER GOODS) WAS DESCRIBED. APTITUDES MEASURED WERE FORM PERCEPTION, CLERICAL PERCEPTION, AND MANUAL DEXTERITY. JOB ANALYSIS WAS PERFORMED BY OBSERVATION OF THE WORKERS PERFORMANCE ON THE JOB AND IN CONSULTATION WITH THE WORKERS SUPERVISORS. A DESCRIPTIVE RATING WAS

(CONT.)
4936 USED WHICH CONSISTED OF SEVEN ITEMS (1) QUANTITY OF WORK, (2) QUALITY OF WORK, (3) ACCURACY OF WORK, (4) JOB KNOWLEDGE, (5) FACILITY FOR WORK, (6) JOB VERSATILITY, AND (7) ALL-AROUND JOB ABILITY. STATISTICAL ANALYSIS OF RATINGS WERE USED TO DETERMINE WHICH APTITUDES SHOULD BE CONSIDERED FOR INCLUSION IN THE BATTERY. THE OBJECTIVE WAS TO DEVELOP A BATTERY OF 2, 3, OR 4 APTITUDES WITH CUTTING SCORES AT FIVE POINT INTERVALS AT THE POINT WHERE ABOUT THE SAME PERCENT WILL MEET THE CUTTING SCORES AS THE PERCENT PLACED IN THE HIGH CRITERION GROUP AND WHICH WILL MAXIMIZE THE RELATIONSHIP BETWEEN THE BATTERY AND THE CRITERION. APPENDED WAS A LIST OF ORGANIZATIONS COOPERATING IN THE STUDY, A DESCRIPTIVE RATING SCALE, AND A DESCRIPTION OF JOB DUTIES. (SJG)
ERIC: ED117132

4937 TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY FOR WARD CLERK (MEDICAL SER.) 219.388. AUG 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 16P.
APTITUDE TESTS, EMPLOYMENT QUALIFICATIONS, HOSPITAL PERSONNEL, JOB ANALYSIS, OCCUPATIONAL INFORMATION, PERSONNEL EVALUATION, STATISTICAL ANALYSIS, TEST VALIDITY, GENERAL APTITUDE TEST BATTERY
RESEARCH WHICH RESULTED IN THE DEVELOPMENT OF THE SPECIFIC APTITUDE TEST BATTERY FOR USE IN SELECTING INEXPERIENCED OR UNTRAINED INDIVIDUALS FOR TRAINING AS WARD CLERKS IS DESCRIBED. OCCUPATIONAL NORMS IN TERMS OF MINIMUM QUALIFYING SCORES FOR THE APTITUDE MEASURES WHICH PREDICT JOB PERFORMANCE WERE ESTABLISHED. THE GENERAL APTITUDE TEST BATTERY AND A DESCRIPTIVE RATING SCALE COMPLETED BY SUPERVISORS WERE ADMINISTERED TO 5 MALES AND 180 FEMALES EMPLOYED AS WARD CLERKS BY VARIOUS HOSPITALS THROUGHOUT THE COUNTRY. FINAL NORMS WERE DERIVED ON THE BASIS OF A COMPARISON OF THE DEGREE TO WHICH TRIAL NORMS CONSISTING OF VARIOUS COMBINATIONS OF APTITUDES, AT TRIAL CUTTING SCORES, DIFFERENTIATED BETWEEN 64 PERCENT OF THE SAMPLE CONSIDERED TO BE GOOD WORKERS AND 36 PERCENT CONSIDERED TO BE POOR WORKERS. CUTTING SCORES OF 75 IN GENERAL LEARNING ABILITY, 75 IN NUMERICAL APTITUDE, 95 IN CLERICAL PERCEPTION, AND 85 IN MOTOR COORDINATION PROVIDED THE BEST STANDARD OF EVALUATION. STATISTICAL DATA, NAMES OF HOSPITALS PARTICIPATING, JOB DESCRIPTION, AND SUPERVISORS RATING SCALE ARE INCLUDED. (SM)
ERIC: ED100969

4938 TECHNICAL REPORT ON OCCUPATIONS IN NUMERICALLY CONTROLLED METAL-CUTTING MACHINING. 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 95P.
AUTOMATION, BIBLIOGRAPHIES, EVALUATION, GLOSSARIES, MANPOWER DEVELOPMENT, METAL WORKING OCCUPATIONS, NUMERICAL CONTROL, OCCUPATIONAL INFORMATION, METAL CUTTING MACHINES
AT THE PRESENT TIME, ONLY 5 PERCENT OF THE SHORT-RUN METAL-CUTTING MACHINING IN THE UNITED STATES IS DONE BY NUMERICALLY CONTROLLED MACHINED TOOLS, BUT WITHIN THE NEXT DECADE IT IS EXPECTED TO INCREASE BY 50 PERCENT. NUMERICALLY CONTROLLED MACHINES USE TAPED DATA WHICH IS CHANGED INTO INSTRUCTIONS AND DIRECTS THE MACHINE TO DO CERTAIN STEPS AUTOMATICALLY AND THEN TEST ITS OWN PERFORMANCE. THIS REPORT COMPARES REQUIREMENTS FOR OPERATORS OF NUMERICALLY CONTROLLED MACHINES WITH CONVENTIONAL MACHINES IN TERMS OF TRAINING, EXPERIENCE, APTITUDES, INTERESTS, TEMPERAMENTS, PHYSICAL DEMANDS, AND WORKING CONDITIONS, AND DISCUSSES THE IMPLICATIONS OF AUTOMATIC DRAFTING MACHINES, DIGITIZING MACHINES, COMPUTER PROGRAMING, MANUAL PARTS PROGRAMING, TOOL DESIGN AND PRESETTING, AND PROGRAM, TOOLING, AND TAPE TESTING FOR THE INDUSTRY. THE SECOND PART OF THE STUDY PROVIDES JOB DESCRIPTIONS FOR DEPARTMENT PLANNING, PART PROGRAMING, TOOL PRESETTING, ELECTRONICS MAINTENANCE, AND 3 CATEGORIES OF OPERATORS WHICH INCLUDE JOB MACHINE BORING, MILLING MACHINE, AND VERTICAL TURRET LATHE OPERATORS. A GLOSSARY OF TERMS AND A BIBLIOGRAPHY ARE APPENDED. (RC)
ERIC: ED035741 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L7.2 456, $0.45)

4939 TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY, GENERAL WORKING POPULATION NORMS STUDY FOR PUERTO RICO. DEC65
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.; PUERTO RICO EMPLOYMENT SERVICE, SAN JUAN.
NOTES: 11P.
APTITUDE TESTS, EMPLOYMENT STATISTICS, LABOR FORCE, PREDICTIVE ABILITY (TESTING), STANDARDIZED TESTS, TESTING, TEST RESULTS, TEST VALIDITY, GENERAL APTITUDE TEST BATTERY, PUERTO RICO
THE POSSIBILITY OF PREDICTIVE ERROR WHEN APPLYING U.S. MAINLAND NORMS FOR THE GENERAL APTITUDE TEST BATTERY TO THE EMPLOYMENT COUNSELING AND SELECTION PROCESS IN PUERTO RICO, PROMPTED A STUDY TO ESTABLISH LOCAL NORMS FOR THE SPANISH LANGUAGE VERSION, BATERIA GENERAL DE PRUEBAS DE APTITUD. A STRATIFIED QUOTA SAMPLE OF 1,560 PERSONS WAS SELECTED FROM THE PUERTO RICAN GENERAL WORKING POPULATION AFTER CONSIDERATION OF OCCUPATION, SEX, AGE, AND GEOGRAPHIC LOCATION. THE MAJOR DEPARTURE FROM RANDOM SELECTION WAS CAUSED BY SOME EMPLOYERS REFUSAL TO FREE EMPLOYEES FOR TESTING. OCCUPATIONAL STRATIFICATION WAS BASED ON THE REVISED BUREAU OF THE CENSUS OCCUPATIONAL CLASSIFICATION SYSTEM. THE RATIO OF MALES TO FEMALES WAS 65 TO 35. THE USUAL AGE RANGE FROM 18 TO 45, AND NO PERSON WAS INCLUDED WHO HAD COMPLETED LESS THAN THE SIXTH GRADE. WHEN THE RESULTS WERE COMPARED WITH ASSUMED DISTRIBUTIONS HAVING THE MEAN OF ANY APTITUDE AS 100 AND THE STANDARD DEVIATION AS 20, ALL SCORES DEPARTED SIGNIFICANTLY FROM THIS BASE. EVERY APTITUDE EXCEPT MANUAL DEXTERITY WAS BELOW ITS STATEWIDE COUNTERPART AT OR BEYOND THE .01 LEVEL. MANUAL DEXTERITY WAS ABOVE ITS COUNTERPART AT THE .01 LEVEL. A CONVERSION TABLE GIVING PUERTO RICAN CUTTING SCORE EQUIVALENTS BASED ON PUERTO RICAN MEANS AND STANDARD DEVIATIONS IS

(CONT.)
4939 INCLUDED. (EM)
ERIC: ED016119

4940 TECHNICAL SKILLS FOR AMERICAN INDIANS NOV 72
PETERSON, JOHN L.;CORDOVA, VAL
AMERICAN VOCATIONAL JOURNAL;47;8;47-49
AMERICAN INDIANS, EDUCATIONAL PROGRAMS, JOB TRAINING, POST SECONDARY EDUCATION, TECHNICAL EDUCATION, TECHNICAL INSTITUTES, VOCATIONAL DEVELOPMENT, VOCATIONAL TRAINING CENTERS, PUEBLOS, SOUTHWESTERN INDIAN POLYTECHNIC INSTITUTE
ERIC: EJ069966

4941 TECHNICAL, TECHNOLOGICAL AND SCIENTIFIC ENGLISH (TTSE). JAN 72
STREVENS, PETER
NOTES: 17P.; PAPER PRESENTED AT THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE CONFERENCE IN LONDON, ENGLAND, JANUARY 1972
ENGLISH (SECOND LANGUAGE), LANGUAGE INSTRUCTION, LANGUAGE PATTERNS, LANGUAGE ROLE, LANGUAGE STYLES, LANGUAGE USAGE, SCIENCE EDUCATION, SCIENTIFIC CONCEPTS, SECOND LANGUAGE LEARNING, TEACHING METHODS, TECHNICAL EDUCATION, THOUGHT PROCESSES, VOCABULARY, VOCATIONAL EDUCATION
THERE IS A LARGE AND GROWING DEMAND FOR ENGLISH LANGUAGE TEACHING TO BE PROVIDED SPECIFICALLY FOR THE NEEDS OF A PARTICULAR SUBJECT, PROFESSION, OR OCCUPATION BEYOND THE APPROACH TO ENGLISH AS A GENERAL EDUCATIONAL AND CULTURAL SUBJECT. IT IS POSSIBLE TO ISOLATE AND DEFINE TECHNICAL, TECHNOLOGICAL, AND SCIENTIFIC ENGLISH, ALL WITH COMMON FEATURES OF ENGLISH, BUT WITH DISTINCTIONS IN CONCEPTS, CHARACTERISTIC THOUGHT PROCESSES, VOCABULARY AND TERMINOLOGY, AND THE LOGICAL-GRAMMATICAL DEVICES USED TO EXPRESS THE CONCEPTS. ALL THESE ELEMENTS CONTRIBUTE TO THE RECURRENT GRAMMATICAL PATTERNS EVIDENT IN A PARTICULAR TYPE OF LANGUAGE. ONE WAY TO TEACH SPECIALIZED ENGLISH WOULD BE IN A SPECIAL PURPOSE COURSE AFTER THE STUDENT HAS LEARNED COMMON CORE ENGLISH IN A CONVENTIONAL COURSE. (VM)
ERIC: ED071460

4942 TECHNICIAN, AUTOMATED EQUIPMENT (OFFICE MACH.) 923.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. AUG 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EQUIPMENT, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE MACHINES, PERSONNEL EVALUATION, SUBPROFESSIONALS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069651

4943 TECHNIQUES OF CONSULTATION - HI 464 HIGHER EDUCATION COURSE MONOGRAPH NO. 6. JUN 75
MINOR, JOANNE M.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-31-26-74-05
NOTES: 77P.; RELATED DOCUMENTS, SEE CG 010 560-566
CHANGE AGENTS, CONSULTANTS, COURSE DESCRIPTIONS, DELIVERY SYSTEMS, HIGHER EDUCATION, HUMAN SERVICES, INDIVIDUAL PSYCHOLOGY, MANPOWER DEVELOPMENT, PROGRAM DEVELOPMENT, SKILL DEVELOPMENT, UNDERGRADUATE STUDY, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM
THIS IS A DESCRIPTION OF A TRAINING COURSE FOR HUMAN SERVICES PERSONNEL WHICH COVERS A MAJOR FUNCTION OF COMPREHENSIVE MANPOWER DEVELOPMENT PROGRAMS. TECHNIQUES OF CONSULTATION PROVIDES TRAINING IN SKILLS WHICH PROMOTE CLIENT GROWTH AND SELF-SUFFICIENCY THROUGH THE ADJUSTMENT OF THE ENVIRONMENT OF THE CLIENT. HUMAN SERVICES PERSONNEL ARE OFTEN REQUIRED TO DELIVER SERVICES THROUGH OTHERS RATHER THAN TO WORK DIRECTLY WITH THE CLIENT. THE TECHNIQUES REQUIRED FOR THIS FUNCTION ARE THOSE OF THE CONSULTANT RATHER THAN THE COUNSELOR. THE COURSE PROVIDES EXPERIENCE IN THE APPLICATION OF CHANGE STRATEGY, DECISION-MAKING PROCESS, AND OBSERVATION MODELS. (AUTHOR)
ERIC: ED123531 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

4944 TECHNOLOGICAL ADVANCE IN AN EXPANDING ECONOMY ITS IMPACT ON A CROSS-SECTION OF THE LABOR FORCE 1969
MUELLER, EVA;HYBELS, JUDITH;SCHMIEDESKAMP, JAY;SONQUIST, JOHN;STAELIN,
MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH.
CONTRACT NO. DL-81-24-67-02
NOTES: 260P

(CONT.)

4844 LABOR, MANPOWER STUDIES, AUTOMATION, IMPACT, PROMOTIONS, JOB SATISFACTION, UNEMPLOYMENT, TECHNOLOGICAL ADVANCEMENT
THE MONOGRAPH IS A REPORT ON A NATIONWIDE SURVEY, DEALING WITH THE IMPACT OF CHANGES IN MACHINE TECHNOLOGY ON A CROSS-SECTION OF THE U.S. LABOR FORCE. THREE ASPECTS OF TECHNOLOGICAL CHANGE ARE OF PARTICULAR CONCERN IN THIS STUDY THE ECONOMIC IMPACT OF MACHINE CHANGE ON THE WORK FORCE IN TERMS OF INCOME CHANGE, PROMOTIONS, STEADINESS OF EMPLOYMENT AND UNEMPLOYMENT: THE RELEVANCE OF MACHINE CHANGE FOR JOB SATISFACTION AND JOB CONTENT: AND THE RELATION OF MACHINE CHANGE TO EDUCATION AND TRAINING. (AUTHOR)
NTIS: PB-188 676 CFSTI PRICES HC$6.00 MF$0.95

4845 TECHNOLOGICAL ADVANCE IN AN EXPANDING ECONOMY ITS IMPACT ON A CROSS-SECTION OF THE LABOR FORCE. 69
MUELLER, EVA:AND OTHERS
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 266P.
ADJUSTMENT PROBLEMS, CROSS SECTIONAL STUDIES, ECONOMIC FACTORS, EDUCATIONAL NEEDS, MAN MACHINE SYSTEMS, STATISTICAL ANALYSIS, TABLES (DATA), TECHNOLOGICAL ADVANCEMENT, MACHINE TECHNOLOGY
IN 1967 THE SURVEY RESEARCH CENTER AT THE UNIVERSITY OF MICHIGAN CONDUCTED A NATIONWIDE SURVEY TO DETERMINE THE IMPACT OF CHANGES IN MACHINE TECHNOLOGY ON A CROSS-SECTION OF THE LABOR FORCE. ALTHOUGH MANY STUDIES HAVE BEEN MADE ABOUT AUTOMATION, THIS STUDY WAS LARGER IN SCOPE THAN MOST RESEARCH AND MADE USE OF CROSS-SECTIONAL ANALYSIS TO SHOW THE FREQUENCY OF CHANGES IN MACHINE TECHNOLOGY AND IN WHAT OCCUPATIONAL AND EDUCATIONAL GROUPS THEY OCCURRED. OVER A 5-YEAR PERIOD ABOUT 10 PERCENT OF THE LABOR FORCE UNDERWENT ONE OR MORE CHANGES IN MACHINE TECHNOLOGY WHICH ALTERED THEIR WORK SIGNIFICANTLY, AND TECHNOLOGICAL ADVANCE CHANGED ABOUT 2 OR 3 PERCENT OF ALL JOBS A YEAR, ABOUT 1.5 TO 2 MILLION JOBS. INDIVIDUAL CHAPTERS IN THIS REPORT CONTAIN DETAILED INFORMATION ON (1) MACHINERY USE BY THE WORK FORCE, (2) CHANGE IN MACHINE TECHNOLOGY, (3) CHANGE-OVER PROCESS TO NEW EQUIPMENT, (4) ECONOMIC CONSEQUENCES OF MACHINE TECHNOLOGY, (5) IMPACT OF CHANGES ON PERCEIVED JOB CHARACTERISTICS AND JOB SATISFACTION, (6) ANALYSES OF CASES WHO MADE A POOR ADJUSTMENT TO TECHNOLOGICAL CHANGE, AND (7) ROLE OF EDUCATION IN RELATION TO TECHNOLOGICAL CHANGE. (BC)
ERIC: ED053250 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-188676, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

4846 TECHNOLOGICAL CHANGE AND THE OCCUPATIONAL COMPOSITION OF THE AMERICAN LABOR FORCE, 1950-1960 JUN 72
BUECHNER, WILLIAM R.
HARVARD UNIV., CAMBRIDGE, MASS.
CONTRACT NO. DL-91-25-71-49
NOTES: FINAL REPT. 360
MANPOWER, STATISTICAL ANALYSIS, TECHNOLOGICAL CHANGE
THE STUDY EXAMINES THE EFFECTS OF TECHNOLOGICAL CHANGE ON THE OCCUPATIONAL COMPOSITION OF THE U.S. LABOR FORECE BETWEEN 1950 AND 1960. AN INPUT-OUTPUT MODEL, WITH EACH INDUSTRYS LABOR INPUT COEFFICIENT DISAGGREGATED INTO 240 OCCUPATIONAL COEFFICIENTS, IS USED TO MEASURE THE EFFECTS OF CHANGES IN THE LEVEL AND COMPOSITION OF FINAL DEMAND: THE INPUT-OUTPUT COEFFICIENTS: LABOR PRODUCTIVITY IN EACH INDUSTRY: AND THE OCCUPATIONAL COEFFICIENTS IN EACH INDUSTRY ON THE ECONOMYS TOTAL EMPLOYMENT BY OCCUPATION. THE EFFECTS OF TECHNOLOGICAL CHANGE ON THE KINDS OF JOBS PERFORMED, ON THE LEVEL OF COMPLEXITY OF THOSE JOBS, AND ON THEIR EDUCATIONAL AND TRAINING REQUIREMENTS ARE ALSO MEASURED THROUGH USE OF THE INPUT-OUTPUT MODEL. (AUTHOR)
NTIS: PB-213 631 NTIS PRICES PC$6.00/MF$0.95

4847 TECHNOLOGY AND EDUCATION A COMPARATIVE SURVEY JUL 71
BLUM, ALBERT A.
TRAINING AND DEVELOPMENT JOURNAL:25:7:10-6
COMMUNITY ROLE, COMPARATIVE ANALYSIS, CURRICULUM PLANNING, ON THE JOB TRAINING, RETRAINING, SKILL DEVELOPMENT, SKILL OBSOLESCENCE, UNSKILLED WORKERS, YOUTH EMPLOYMENT
THE ARTICLE DEALS WITH THE EFFORTS OF NINE DIFFERENT COUNTRIES TO OVERCOME THE PROBLEMS OF JOB OBSOLESCENCE DUE TO AUTOMATION AND THE EDUCATION AND TRAINING OF YOUTH TO FIT THE NEEDS OF THE TIMES. (EK)
ERIC: EJ039193

4848 TECHNOLOGY AND MANPOWER IN THE TEXTILE INDUSTRY OF THE 1970S. BULLETIN NO. 1578. AUG 68
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 97P.
AUTOMATION, EMPLOYMENT PROJECTIONS, EMPLOYMENT TRENDS, EVALUATION, INDUSTRY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, NEGRO EMPLOYMENT, OCCUPATIONAL INFORMATION, PRODUCTIVITY, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, WORK ENVIRONMENT, WORKING WOMEN, TEXTILE INDUSTRY
THIS BULLETIN DESCRIBES CHANGES IN TECHNOLOGY IN THE TEXTILE INDUSTRY, ONE OF THE MAJOR INDUSTRIES OF THE ECONOMY, PROJECTS THEIR IMPACT ON PRODUCTIVITY, EMPLOYMENT, AND OCCUPATIONAL REQUIREMENTS, AND DISCUSSES METHODS OF ADJUSTMENT. IT IS DESIGNED TO PARTIALLY MEET THE REQUIREMENT OF THE MANPOWER DEVELOPMENT AND TRAINING ACT THAT THE SECRETARY OF LABOR EVALUATE THE IMPACT OF AND BENEFITS AND PROBLEMS CREATED BY AUTOMATION, TECHNICAL PROGRESS, AND OTHER CHANGES IN THE STRUCTURE OF PRODUCTION AND

(CONT.)
4948 DEMAND ON THE USE OF THE NATIONS HUMAN RESOURCES: ESTABLISH TECHNIQUES AND METHODS OF DETECTING IN ADVANCE THE POTENTIAL IMPACT OF SUCH DEVELOPMENTS.... THE FOCUS OF THIS STUDY INCLUDES THE FOLLOWING TOPICS TRENDS TOWARD MODERNIZATION, TECHNOLOGY IN THE 1970S, SHIFT TO MANMADES, POTENTIAL FOR TECHNOLOGICAL ADVANCE, PRODUCTION PROSPECTS, IMPORTS INCREASE, EMPLOYMENT AND UNEMPLOYMENT OUTLOOK, WOMEN IN TEXTILE MILLS, OUTLOOK FOR NEGRO EMPLOYMENT, MORE PATROLLING AND MONITORING, IMPLICATIONS FOR EDUCATION AND TRAINING, AND ADJUSTMENTS TO TECHNOLOGICAL CHANGE. (CH)
ERIC: ED032391 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L2.3 1578, $.60)

4949 TECHNOLOGY, DIVISION OF LABOR AND ALIENATION FROM WORK. FINAL REPORT. 15 APR 70
SHEPARD, JON M.
KENTUCKY UNIV., LEXINGTON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 31P.
AUTOMATION, JOB SATISFACTION, OCCUPATIONAL SURVEYS, TECHNOLOGICAL ADVANCEMENT, WORK ATTITUDES
THIS STUDY INVESTIGATED THE THEORY THAT A WORKERS RELATIONSHIP TO TECHNOLOGY INSTILLS IN HIM IDENTIFIABLE ATTITUDES ABOUT WORK, USING SAMPLES OF OFFICE WORKERS FROM A BANK AND FIVE INSURANCE COMPANIES, AND SAMPLES OF FACTORY WORKERS FROM THE OIL REFINING AND AUTOMOBILE INDUSTRIES. A TOTAL OF 1,998 WORKERS WERE DIVIDED INTO (1) OFFICE AND FACTORY WORKERS IN NONMECHANIZED PRODUCTION, (2) MACHINE OPERATORS IN MECHANIZED PRODUCTION, AND (3) OPERATORS IN AUTOMATED PRODUCTION. THE FINDINGS REFUTE THE BELIEF THAT OFFICE AND FACTORY WORKERS ARE BECOMING SIMILAR IN WORK, ALTHOUGH IT IS TRUE FOR CRAFTSMEN AND NONMECHANIZED AND MACHINE-OPERATING CLERKS. CONVERGENCE IN ATTITUDES WAS FOUND AMONG OIL REFINERY MONITORS AND COMPUTER OPERATORS AND SOFTWARE PERSONNEL, APPARENTLY BECAUSE AUTOMATED TECHNOLOGY IN THE OFFICE AND FACTORY CREATES SOME COMMONALITY AMONG WORKERS MOST CLOSELY RELATED TO THE TECHNOLOGY. (BH)
ERIC: ED051371 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 258, MF $0.95; SEE CATALOG FOR HARD-COPY PRICE)

4950 TEENAGE EMPLOYMENT A STUDY OF LOW INCOME YOUTH IN HOUSTON, TEXAS. JUL 69
CHAMPAGNE, JOSEPH E.; PRATER, ROBERT L.
HOUSTON UNIV., TEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 229P.
CULTURALLY DISADVANTAGED, INTERVIEWS, LOW INCOME GROUPS, NEGROES, PILOT PROJECTS, QUESTIONNAIRES, TABLES (DATA), TEENAGERS, UNEMPLOYMENT, YOUTH, HOUSTON, TEXAS
TO ANALYZE THE REASON FOR THE HIGH RATE OF NEGRO TEENAGE UNEMPLOYMENT, THE EMPLOYMENT EXPERIENCE OF 256 NEGRO AND WHITE TEENAGERS, AGED 16 TO 19 YEARS, IN HOUSTON WAS EXAMINED ABOUT 1 YEAR AFTER THEY HAD GRADUATED OR DROPPED OUT OF SCHOOL. A QUESTIONNAIRE WAS DEVELOPED AND MAILED TO 250 MAJOR EMPLOYERS IN THE AREA. THE STUDY POINTS OUT THAT ONE OF THE GREATEST PROBLEMS FOR NEGROES WAS THEIR SUBSTANTIAL MISUNDERSTANDING OF THE WORLD OF WORK. THEY WERE FOUND TO BE UNFAMILIAR WITH JOB AND PERSONNEL REQUIREMENTS, EMPLOYMENT APPLICATIONS, AND EMPLOYEE BEHAVIOR. A MASSIVE PROGRAM OF WORK ORIENTATION IS VITALLY NEEDED BY NEGRO YOUTH. (BC)
ERIC: ED054298 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196507, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

4951 TEENAGE JOBS. 72
LEMBECK, RUTH
NOTES: 276P.; PMM COLLECTION
CAREER EDUCATION, EMPLOYMENT OPPORTUNITIES, JOB MARKET, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, SECONDARY GRADES, SUPPLEMENTARY READING MATERIALS, TEENAGERS, ATTITUDES APPRECIATIONS, CAREER AWARENESS, EDUCATIONAL AWARENESS
THIS SUPPLEMENTARY REFERENCE READING MATERIAL FOR HIGH SCHOOL STUDENTS AND TEENAGERS INTRODUCES THE READER TO OVER 1,000 JOB IDEAS. MUCH OF THE BOOK IS RELATED BY YOUNG PEOPLE THEMSELVES WHO TELL HOW THEY THOUGHT UP WORK IDEAS, APPLIED FOR AND HELD JOBS, WHAT THEY NEEDED IN EDUCATION, TRAINING AND TALENT AND OTHER SUGGESTIONS. AN APPENDIX OF YOUTH ORGANIZATIONS IS INCLUDED FOR FURTHER REFERENCE. THE BOOK MAY BE USED FOR SELF INSTRUCTION OR AS A VOCATIONAL GUIDANCE RESOURCE. (PM)
ERIC: ED068671 DAVID MCKAY INC., 750 THIRD AVE., NEW YORK, NEW YORK 10017 ($6.95)

4952 TEENAGE UNEMPLOYMENT IN TWO SELECTED RURAL COUNTIES IN THE SOUTH. CENTER RESEARCH AND DEVELOPMENT REPORT NO. 4. 69
ROGERS, CHARLES H.; AND OTHERS
NORTH CAROLINA UNIV., RALEIGH. N.C. STATE UNIV. CENTER FOR OCCUPATIONAL EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-2-7-070349
NOTES: 228P.
BIBLIOGRAPHIES, CAUCASIANS, DROPOUTS, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT EXPERIENCE, INTERVIEWS, NEGROES, QUESTIONNAIRES, RECORDS (FORMS), RURAL AREAS, SURVEYS, TABLES (DATA), TEENAGERS, UNEMPLOYMENT, VOCATIONAL EDUCATION, NORTH CAROLINA
EIGHTY-ONE TABLES WERE INCLUDED IN THIS STUDY WHICH EXAMINED TEENAGE UNEMPLOYMENT IN A TWO-COUNTY RURAL AREA OF NORTH CAROLINA. SPECIFICALLY, THIS REPORT CONSIDERED LABOR MARKET EXPERIENCE OF NEGROES AND CAUCASIANS, PERSONALITY VARIABLES, SOCIAL AND FAMILY CHARACTERISTICS, COMMUNITY FACTORS, AND EDUCATIONAL AND TRAINING OPPORTUNITIES. A STRUCTURED INTERVIEW QUESTIONNAIRE WAS DEVELOPED FOR SCHOOL DROPOUTS, BUSINESS AND

(CONT.)
4852 INDUSTRY, AND EDUCATIONAL INSTITUTIONS. THE INTERVIEWS WERE MADE BY TRAINED PERSONNEL. THE STUDY CONCLUDED THAT THE UNEMPLOYMENT RATE FOR TEENAGERS WAS NOT HIGH, AND THAT THE DIFFERENCE BETWEEN NEGRO AND CAUCASIAN JOBLESS RATES WERE NOT AS GREAT AS ANTICIPATED. THERE WAS SOME DISCRIMINATION IN THE LABOR MARKET, BUT THE RESULTS WERE NOT CONCLUSIVE. OCCUPATIONAL TRAINING AND LEVEL OF SCHOOLING WERE CORRELATED WITH A FAVORABLE LABOR MARKET EXPERIENCE. (BC)
ERIC: ED034902

4853 A TEENAGERS GUIDE IN EMPLOYMENT .   APR 64
OHIO DEPT. OF INDUSTRIAL RELATIONS, COLUMBUS. DIV. OF WOMEN AND MINORS AND MINIMUM WAGE
NOTES: 21P.
CHILD LABOR LAWS, APPRENTICESHIPS, YOUTH EMPLOYMENT, LABOR STANDARDS, FEDERAL LAWS, STATE LAWS, GUIDES, OHIO
THIS BOOKLET WAS PREPARED IN ORDER TO ASSIST BOYS AND GIRLS UNDER EIGHTEEN YEARS OF AGE IN UNDERSTANDING THE OHIO MINOR LABOR LAWS. ALSO INCLUDED ARE TWO SECTIONS WHICH DISCUSS THE FEDERAL CHILD LABOR LAWS AND CAREERS IN APPRENTICESHIPS. THE MAIN PORTION OF THE BOOKLET DETAILS THE TYPES OF WORK TEENAGERS ARE PERMITTED TO DO UNDER OHIO LAWS, THE HOURS THEY MAY WORK, AND THE STEPS TO FOLLOW TO HELP EMPLOYERS COMPLY WITH THE LAWS GOVERNING THE EMPLOYMENT OF MINORS. A SECTION FOR OHIO LAWS INCLUDES AGE AND SCHOOLING CERTIFICATES, WAGE AGREEMENTS, PROHIBITED OCCUPATIONS, MINORS 16 AND 17, MINORS UNDER 16, ALL MINORS UNDER 16, MISCELLANEOUS LAWS, AND A MINIMUM WAGE LAW REFERENCE CHART FOR HOURS OF EMPLOYMENT FOR MINORS. (SL)
AIM/ARM: VT001915

4854 TELEPHONE AD TAKER (PRINT. + PUB.) 249.368--TECHNICAL REPORT ON USES APTITUDE TEST BATTERY.   JUN 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PUBLICIZE, PUBLISHING INDUSTRY, TELEPHONE COMMUNICATIONS INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TELEPHONE AD TAKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068548

4855 TELEVISION EQUIPMENT REPAIR CAREER LADDER. OCCUPATIONAL SURVEY REPORT.   31 JUL 75
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER, LACKLAND AFB, TEX.
NOTES: 59P.
CAREER LADDERS, JOB ANALYSIS, JOB SKILLS, JOB TRAINING, MILITARY PERSONNEL, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, STATISTICAL SURVEYS, TABLES (DATA), TASK ANALYSIS, TASK PERFORMANCE, TELEVISION REPAIRMEN, VIDEO EQUIPMENT, AIR FORCE
THE REPORT DESCRIBES THE RESULTS OF AN AIR FORCE OCCUPATIONAL SURVEY OF THE TELEVISION EQUIPMENT REPAIR CAREER LADDER. A JOB INVENTORY, ADMINISTERED TO 303 JOB INCUMBENTS, CONSISTED OF A BACKGROUND INFORMATION SECTION AND A DUTY-TASK LIST DESIGNED TO ASSESS THE RELATIVE AMOUNT OF TIME SPENT ON TASKS PERFORMED IN CURRENT JOBS. THE RESULTING SUMMARIES OF TASKS PERFORMED BY AIRMEN (BASED ON INFORMATION FROM 415 INCUMBENTS) ARE TABULATED AND ANALYZED ACCORDING TO SKILL LEVEL, EXPERIENCE LEVEL, AND SIMILARITY OF TASKS PERFORMED. THE SURVEY RESULTS SHOW THAT THE TELEVISION EQUIPMENT REPAIR JOB DESCRIPTIONS GENERALLY REFLECT AN ACCURATE PICTURE OF THE TASKS PERFORMED BY PERSONNEL. THE JOB STRUCTURE OF THE CAREER LADDER PRESENTED WAS DETERMINED ON THE BASIS OF SIMILARITY IN THE TASKS PERFORMED BY THE INCUMBENTS. COMPUTERIZED STRUCTURE ANALYSIS PRODUCED (1) JOB CLUSTER GROUPS, (2) INDEPENDENT JOB TYPE GROUPS, AND (3) JOB TYPE GROUPS WITHIN THE CLUSTERS. BACKGROUND INFORMATION ON PERSONNEL IN EACH OF THESE GROUPS IS SUMMARIZED. TWO RECOMMENDATIONS FOR MODIFICATION OF TRAINING PROCEDURES BASED ON THE SURVEY RESULTS ARE INCLUDED. APPENDED IS A DETAILED DESCRIPTION OF ALL REPORTED JOB GROUPS. (NTIS)
ERIC: ED115826   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. AD-A013-968; MF $2.25; HC $4.25)

4856 TELL THE GOVERNMENT WHAT TO DO   1977
CANADIAN BUSINESS MAGAZINE, VOL.50, NO.5, MAY 1977, P. 60.
CAPITAL INVESTMENTS, ECONOMIC POLICY, ECONOMICS, EMPLOYMENT, GOVERNMENT POLICY, INFLATION, SURVEY, TAX CREDIT, TAX CUT, UNEMPLOYMENT
A SURVEY OF U.S. MANAGEMENT CONSULTANTS REVEALS THAT MOST BUSINESS PROFESSIONALS THINK

(CONT.)
4856 THAT UNEMPLOYMENT CAN BE SIGNIFICANTLY REDUCED WITHOUT FUELING INFLATION. A MAJORITY OF CONSULTANTS FAVOR AN INVESTMENT TAX CREDIT TO STIMULATE INDUSTRIAL EXPANSION AND NEW JOBS.
MGMT: CBM77E0060

4857 TELLER (BANKING) 212.368. TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 46P.
APTITUDE TESTS, CRITERIA, CUTTING SCORES, EQUIPMENT UTILIZATION, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PERSONNEL SELECTION, SELECTION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TELLER (BANKING)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (RC)
ERIC: ED103495

4858 TELLER (BANKING) 212.368--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, BANKING, BUSINESS EDUCATION, CUTTING SCORES, EVALUATION CRITERIA, FINANCIAL SERVICES, HIGH SCHOOL GRADUATES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TELLER (BANKING)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065583

4859 TEN MYTHS ABOUT DIRECTED WORK-EXPERIENCE JAN 71
CUSHMAN, HAROLD R.;AND OTHERS
AGRICULTURAL EDUCATION MAGAZINE:43;7:166-167
JOB TRAINING, SECONDARY GRADES, TEACHING PROGRAMS, VOCATIONAL AGRICULTURE, WORK EXPERIENCE, WORK EXPERIENCE PROGRAMS
ERIC: EJ039475

4860 TEN WAYS TO KEEP YOURSELF FROM GETTING AHEAD 1975
DELANEY, W.A.
SUPERVISORY MANAGEMENT, VOL.20, NO.7, JULY 1975, P. 14-16.
CAREER DEVELOPMENT, ORGANIZATIONAL COMMUNICATIONS, ORGANIZATIONAL DEVELOPMENT, PRODUCTIVITY, SALARY, SUPERIOR SUBORDINATE RELATIONSHIP, UNEMPLOYMENT, WORKING CONDITIONS
SATIRICAL ATTACK ON BACKWARDNESS, LAZINESS AND UNCOOPERATIVE NATURE OF EMPLOYEES AND HOW THESE ACT TO PROHIBIT THEIR ADVANCEMENT BY WAY OF PROMOTIONS.
MGMT: SPM75G0014

4861 TENSION BEHIND A DUTCH FACADE 1975
CARSON, I.
VISION, NO.58, SEPT 1975, P. 35-38.
BUDGETARY CONTROL, ECONOMIC FORECAST, ECONOMICS, ENVIRONMENTAL SURVEILLANCE, EXPORT, INDUSTRIAL RELATIONS, MULTINATIONAL CORPORATION, NETHERLANDS, UNEMPLOYMENT
SOCIAL CHANGE HAS COME TO THE NETHERLANDS AND DESPITE A GOOD ECONOMIC POSITION, THE FUTURE IS UNCERTAIN UNTIL THE EFFECTS OF THE CHANGES ARE FULLY EXPERIENCED.
MGMT: VIS75I0035

6952 TERRA FIRMA. THRESHOLD OF EDUCATIONAL REFORM RESTRUCTURING AGRICULTURE FOR INNER CITY RELATED MOTIVATION AND ACCOMPLISHMENTS. FINAL REPORT. 75
FULMER, JOHN L.
ANNISTON CITY SCHOOLS, ALA. ALABAMA STATE DEPT. OF EDUCATION, MONTGOMERY. DIV. OF VOCATIONAL EDUCATION AND COMMUNITY COLLEGES.
NOTES: 46P.; PAGES 15 AND 16 CONTAINING XEROXED PUBLICITY MATERIALS WERE NOT REPRODUCIBLE AND WERE REMOVED. THEY ARE NOT INCLUDED IN THE PAGINATION; APPENDED NEWSPAPER CLIPPINGS AND LETTERS MAY NOT REPRODUCE
COOPERATIVE PROGRAMS, DEMONSTRATION PROJECTS, DEVELOPMENTAL PROGRAMS, EDUCATIONAL INNOVATION, INNER CITY, PROGRAM DESCRIPTIONS, PUBLICIZE, SECONDARY EDUCATION, VOCATIONAL AGRICULTURE, WORK EXPERIENCE PROGRAMS
THE REPORT DESCRIBES THE FIRST YEAR (1974-75) ACTIVITIES AND ACCOMPLISHMENTS OF A PROJECT TO PROVIDE A COOPERATIVE-BASED VOCATIONAL AGRICULTURE PROGRAM FOR SECONDARY STUDENTS IN ANNISTON, ALABAMA. THE OVERALL OBJECTIVES WERE TO PROVIDE INSTRUCTION IN LIVESTOCK PRODUCTION AND HORTICULTURE, LEADERSHIP TRAINING, PARTICIPATORY EXPERIENCE ON A REAL FARM, AND TOURS TO PROVIDE ORIENTATION RELATING TO AGRICULTURAL EXPERIENCES. THE PROJECT WAS SUBDIVIDED INTO SIX OPERATIONS THAT FUNCTIONED CONCURRENTLY CURRICULUM DEVELOPMENT, STUDENT RECRUITMENT, RESOURCE DEVELOPMENT, PUBLIC RELATIONS, SOLICITATION OF FUNDS, AND EVALUATION. THE REPORT INCLUDES A BREAKDOWN AND DESCRIPTION OF THE PROCEDURES FOR EACH OF THESE AREAS OF OPERATION. IN EVALUATION, A BRIEF STATEMENT IS MADE TO INDICATE THE ACCOMPLISHMENT OF THE OBJECTIVES. THE PROBLEMS ENCOUNTERED ARE MENTIONED AND SUGGESTIONS FOR CONTINUED DEVELOPMENT ARE OFFERED. OVER ONE-HALF OF THE DOCUMENT CONSISTS OF APPENDED PUBLICITY MATERIALS AND PROJECT CORRESPONDENCE. AN OUTLINE OF THE SWINE PROGRAM IS ALSO APPENDED. INCLUDED IN THE DOCUMENT IS A THREE-MONTH REPORT OUTLINING PLANS AND PREPARATION FOR THE SECOND YEAR OF THE PROJECT. (NJ)
ERIC: ED126330

6953 TESTING JOB APPLICANTS FROM DISADVANTAGED GROUPS. MAY 67
DOPPELT, JEROME E.; BENNETT, GEORGE K.
PSYCHOLOGICAL CORP., NEW YORK, N.Y.
TEST SERVICE BULLETIN; N57 P1-5 MAY 1967
NOTES: 5P.
BULLETINS, DISADVANTAGED GROUPS, EQUAL OPPORTUNITIES (JOBS), JOB APPLICANTS, PERSONNEL SELECTION, PREDICTIVE ABILITY (TESTING), RACIAL DISCRIMINATION, TEST BIAS, TESTING, TESTING PROBLEMS, TEST RELIABILITY
COMPANIES HAVE BEEN ACCUSED OF USING TESTS AS A MEANS OF MAINTAINING UNFAIR DISCRIMINATION AGAINST GROUPS WHICH HAVE ALREADY SUFFERED FROM MANY FORMS OF DISCRIMINATION. IT DOES NOT FOLLOW, HOWEVER, THAT TESTS THEMSELVES MERIT CONDEMNATION. EMPLOYERS WHO USE TESTS DO SO BECAUSE THE INFORMATION FURNISHED BY TESTS IS VALUABLE TO THEM IN MAKING HIRING DECISIONS. ALTHOUGH TESTING IS NOT FREE FROM DEFECT OR BEYOND CRITICISM, APPROPRIATELY CHOSEN AND PROPERLY ADMINISTERED ABILITY TESTS ARE SUPERIOR TO MOST AVAILABLE ALTERNATIVES. SOME OF THE PROBLEMS STEMMING FROM THE TESTING OF DISADVANTAGED GROUPS, SUCH AS REDUCED RELIABILITY DUE TO THE COMPRESSION OF SCORE DISTRIBUTIONS, ARE OF A TECHNICAL NATURE AND ARE UNRELATED TO DISCRIMINATION. MANY OF THE ISSUES HAVE BOTH PSYCHOMETRIC AND SOCIAL ASPECTS. SOME CURRENT TESTING PROCEDURES SHOULD BE CHANGED TO REDUCE THE FEAR AND HOSTILITY THAT MAY BE ENGENDERED BY MATERIALS FELT TO BE BIASED OR UNFAIR. MORE ATTENTION MUST BE DEVOTED TO RESEARCH WITH ACTUAL SCORE AND PERFORMANCE DATA IN ORDER TO IMPROVE THE PREDICTIVE EFFICIENCY OF TESTS. BUT DISCRIMINATION IN THE WORLD OF WORK WILL NOT BE RESOLVED BY IMPROVED PSYCHOMETRICS ALONE. THE USE OF TESTS IN EMPLOYEE SELECTION IS INHERENTLY A FRIENDLY RATHER THAN A HOSTILE ACT TO THOSE WHO COME TO THE JOB MARKET FROM BACKGROUNDS OF LIMITED OPPORTUNITY. THE REJECTION OF MEASURING INSTRUMENTS WHICH REGISTER THE CONSEQUENCE OF CULTURAL DEPRIVATION IS MERELY A MODERN VERSION OF KILLING THE MESSENGER WHO BRINGS BAD NEWS. (AUTHOR/KM)
ERIC: ED079372 TEST SERVICE BULLETIN, THE PSYCHOLOGICAL CORPORATION, 304 EAST 45TH STREET, NEW YORK, N.Y. 10017 (FREE)

6954 TESTING, COUNSELING AND SUPPORTIVE SERVICES FOR DISADVANTAGED YOUTH. 69
GORDON, JESSE E.
MICHIGAN UNIV., EAST LANSING. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 214P.
DISADVANTAGED YOUTH, MANPOWER UTILIZATION, EMPLOYMENT PROBLEMS, EXPERIMENTAL PROGRAMS, DEMONSTRATION PROJECTS, EDUCATIONAL INNOVATION, PROGRAM EVALUATION, COUNSELING, TESTING, PROGRAM IMPROVEMENT
SINCE THE PASSAGE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 (MDTA), THE DEPARTMENT OF LABOR HAS FUNDED OVER $30 MILLION WORTH OF EXPERIMENTAL AND DEMONSTRATION (E AND D) PROJECTS IN AN EFFORT TO DISCOVER SOME NEW DIRECTIONS FOR DEALING WITH THE UNEMPLOYMENT PROBLEMS OF DISADVANTAGED YOUTH. TO EVALUATE THE EFFECTIVENESS OF THESE AND SIMILAR PROJECTS AND TO CHART A COURSE TO FOLLOW WITH FUTURE PROGRAMS, THIS REPORT REVIEWS THE NATURE OF THESE PROJECTS IN TERMS OF ASSESSMENT, COUNSELING, AND SUPPORTIVE SERVICES TO DISADVANTAGED YOUTHS. SPECIFICALLY, THE REPORT SEEKS TO IDENTIFY THE NEW KNOWLEDGE AND TECHNIQUES WHICH ARE INNOVATIONS IN WORKING WITH DISADVANTAGED YOUTH AND TO DETERMINE THE IMPLICATIONS FOR FUTURE POLICIES, PROGRAMS, AND STRATEGIES. THE MAJOR SECTIONS OF THE REPORT ARE (1) INTRODUCTION, (2) ASSESSMENT, (3) COUNSELING, (4) SUPPORTIVE SERVICES, (5) SUMMARY OF RECOMMENDATIONS FOR PROGRAMS, PLANS, AND POLICIES, AND (6) APPENDIX. (AUTHOR/JS)
AIM/ARM: VT013274 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 1567, ANN ARBOR, MICHIGAN ($4.00).

4865 THE TESTS FOR CARTERS BALANCED BUDGET PLANS 1977
BUSINESS WEEK, NO.2487, JUNE 13, 1977, P. 31-32.
BUDGET BALANCING, CAPITAL INVESTMENTS, DEFICIT, ECONOMIC POLICY, ECONOMICS, EMPLOYMENT, FEDERAL BUDGET, FULL EMPLOYMENT, GOVERNMENT SPENDING
A BALANCED BUDGET MAY BE ACHIEVED AT THE COST OF FULL EMPLOYMENT.
MGMT: BWE77F1331

4866 THE TEX-TEC SYLLABI: COURSES OF STUDY FOR LIBRARY TECHNICAL ASSISTANT, PREPARED FOR THE TEXAS STATE LIBRARY. 69
SHORES, LOUIS:AND OTHERS
COMMUNICATION SERVICE CORP., WASHINGTON, D.C. TEXAS STATE LIBRARY, AUSTIN. FIELD SERVICES DIV.
NOTES: 170P.
COURSES, CURRICULUM DEVELOPMENT, CURRICULUM GUIDES, EDUCATIONAL PROGRAMS, JUNIOR COLLEGES, LIBRARY EDUCATION, LIBRARY TECHNICIANS, SUBPROFESSIONALS, VOCATIONAL EDUCATION
THE OBJECTIVE OF THIS PROJECT, FUNDED UNDER TITLE I OF THE LIBRARY SERVICES AND CONSTRUCTION ACT, WAS TO PROVIDE A STANDARD TRAINING SEQUENCE FOR LIBRARY TECHNICAL ASSISTANTS IN TEXAS THROUGH THE DEVELOPMENT OF SYLLABI FOR LIBRARY TECHNICAL ASSISTANT COURSES OFFERED IN JUNIOR COLLEGES OR IN THE FIRST TWO YEARS OF FOUR YEAR INSTITUTIONS IN THE STATE. AS A PROTOTYPE FOR A STATEWIDE PLAN TO TRAIN SUPPORTIVE LIBRARY STAFF, THIS PROJECT TO DEVELOP COURSE SYLLABI WAS CARRIED OUT BY A TEAM OF LIBRARY AND MEDIA SPECIALISTS. DEVELOPMENT OF THE SYLLABI, WHICH ARE GEARED TO PUBLIC LIBRARY SERVICE, WAS BASED ON STUDY OF THE WORK OF AMERICAN LIBRARY ASSOCIATION COMMITTEES, EFFORTS OF OTHER STATES AND JUNIOR COLLEGES, THE U.S. CIVIL SERVICE LIBRARY TECHNICIAN SERIES (GS 1411), AND SIGNIFICANT PUBLISHED LITERATURE ON THE SUBJECT AS WELL AS A PRELIMINARY CHECKLIST OF TYPICAL MIDDLE LEVEL LIBRARY DUTIES COMPILED BY THE PROJECT TEAM. PART I OF THIS REPORT IS A GUIDE, GIVING BACKGROUND INFORMATION ON THE PROJECT AND THE SUBJECT IN GENERAL AND INCLUDING THE COURSE DESCRIPTIONS, WHILE PART II CONSISTS OF THE SYLLABI FOR THE FIVE TECHNICAL ASSISTANT COURSES. THESE COURSES COVER LIBRARY USE, AN OVERVIEW OF THE LIBRARY TECHNICAL ASSISTANT IN THE LIBRARY FIELD, TECHNICAL SERVICES, PUBLIC SERVICES, AND LIBRARY MEDIA ASSISTANCE. APPENDED ARE BIBLIOGRAPHIES ON LIBRARY TECHNICAL ASSISTANTS (29 ITEMS) AND SYLLABUS SOURCES AND REPRESENTATIVE READINGS (41 ITEMS). (JB)
ERIC: ED026107 COMMUNICATION SERVICE CORPORATION, 1333 CONNECTICUT AVENUE N.W., WASHINGTON, D.C. 20036 ($4.00).

4867 TEXAS LABOR MOBILITY, EXPERIMENTAL AND DEMONSTRATION PROJECT. FINAL REPORT. APR 69
TEXAS EMPLOYMENT COMMISSION, AUSTIN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 191P.
ADJUSTMENT (TO ENVIRONMENT), ADJUSTMENT COUNSELORS, ADULT EDUCATION, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, FEDERAL AID, HOUSING NEEDS, LANGUAGE HANDICAPS, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, MIGRANTS, OCCUPATIONAL MOBILITY, RELOCATION, STATE PROGRAMS, UNEMPLOYMENT, VOCATIONAL EDUCATION, TEXAS LABOR MOBILITY PROJECT
THE TEXAS LABOR MOBILITY PROJECTS PURPOSE WAS TO DEMONSTRATE THE EFFECTIVENESS OF USING FINANCIAL ASSISTANCE TO CREATE STABILITY IN MIGRANT WORKERS AND TO REDUCE UNEMPLOYMENT. THE PROGRAM WAS DESIGNED AS A RESEARCH PROJECT TO GATHER INFORMATION ABOUT ALL PHASES OF THE MOBILITY PROJECT. THIS WAS HANDLED THROUGH THE TEXAS EMPLOYMENT COMMISSION. IN RECRUITING FOR THE PROJECT, APPLICANTS FOUND IN THE ACTIVE FILES OF THE SUPPLY AREA TEXAS EMPLOYMENT COMMISSION OFFICES WERE GIVEN FIRST CONSIDERATION. APPLICANTS WERE CAREFULLY SCREENED TO MEET ELIGIBILITY CRITERIA AND HAD TO REASSESS THEIR INTEREST IN RELOCATING. JOB DEVELOPMENT WAS CONDUCTED WITH THE REALIZATION THAT THERE WAS A LARGE SURPLUS OF UNEMPLOYED MANPOWER IN ALL OF THE SUPPLY AREAS. INTERESTED COMPANIES FROM DIFFERENT AREAS OF TEXAS WERE LISTED WITH PAY RATE AND JOB TYPES. THE MAJOR ROLE OF THE TEXAS EMPLOYMENT COMMISSION WAS LOCATING SUITABLE HOUSING FOR THE RELOCATED FAMILIES. HOUSING, WORK, AND PERSONAL PROBLEMS CAUSED MOST OF THE ADJUSTMENT PROBLEMS. IT WAS CONCLUDED THAT THE LABOR MOBILITY IS A FEASIBLE AND PRACTICAL IMPLEMENT TO (1) ASSIST IN ALLEVIATING CONDITIONS OF LABOR SURPLUS AND LABOR SHORTAGE, AND (2) AFFORD OPPORTUNITY FOR SOCIAL ADVANCEMENT OF DISADVANTAGED PEOPLE. THE APPENDICES INCLUDE FORMS USED, STATISTICS, AND CASE HISTORIES. NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT. (CM)
ERIC: ED032972

4868 THANK GOD ITS THURSDAY 1977
LEVITAN, S.A.: BELOUS, R.S.
ACROSS THE BOARD, VOL.14, NO.3, MARCH 1977, P. 28-31.
ECONOMICS, INCOME, PRODUCTIVITY, UNEMPLOYMENT
EXAMINES THE SHORTER WORK WEEK AS AN APPROACH TO SOLVING UNEMPLOYMENT PROBLEMS. DISCUSSES THE RELATIVE ATTRACTIVENESS OF LEISURE VS. INCOME AND THE POSSIBILITY OF INNOVATIVE WORK SHARING PROGRAMS.
MGMT: CBR77C0028

4869 THEORETICAL ISSUES IN THE ESTIMATION OF PRODUCTION FUNCTIONS IN MANPOWER PROGRAMS FEB 76
BARNOW, BURT S.
PITTSBURGH UNIV., PA. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C. OFFICE OF RESEARCH AND EVALUATION.
CONTRACT NO. DL-B-9-M-5-0823
NOTES: TECHNICAL ANALYSIS PAPER (FINAL) SEP 74-FEB 75 72P
SPECIALIZED TRAINING, PERSONNEL DEVELOPMENT, NTISLABASP

(CONT.)

4869 THE PRIMARY PURPOSE OF THIS PAPER IS TO DEVELOP A THEORETICAL FRAMEWORK FOR APPLYING THE ECONOMIC THEORY OF PRODUCTION TO MANPOWER TRAINING PROGRAMS IN GENERAL, WITH PARTICULAR EMPHASIS ON THE PROGRAMS CURRENTLY BEING FUNDED UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA). THE COST/BENEFIT ANALYSIS FRAMEWORK THAT HAS BEEN USED IN MOST PREVIOUS EVALUATIONS OF MANPOWER PROGRAMS IS EXPLAINED AS IT RELATES TO THE PRODUCTION FUNCTION FRAMEWORK. SPECIFIC TOPICS CONSIDERED INCLUDE THE PROBLEMS OF DEFINING AND MEASURING THE INPUTS AND OUTPUTS, THE PROBLEMS IN DETERMINING THE FUNCTIONAL FORM, AND A DISCUSSION OF SPECIFICATION ERRORS (SUCH AS UNOBSERVABLE VARIABLES AND FALLIBLE MEASURES OF VARIABLES) WHICH CAN OCCUR AND HOW THEY CAN AFFECT EMPIRICAL RESULTS. THE PRODUCTION FUNCTION THEORY IS APPLIED TO MANPOWER TRAINING PROGRAMS AND, IN ADDITION TO THE TOPICS MENTIONED ABOVE, A TECHNIQUE IS DESCRIBED FOR PRICING THE OUTPUTS OF THE PROGRAM.
NTIS: PB-256 247/8ST NTIS PRICES PC$4.50/MF$3.00

4870 THEORETICAL LABOR SUPPLY MODELS AND REAL WORLD COMPLICATIONS. INSTITUTE FOR RESEARCH ON POVERTY. DISCUSSION PAPERS. 75
DICKINSON, JONATHAN
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.
NOTES: 31P.
EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, INCOME, LABOR FORCE, LABOR MARKET, LABOR SUPPLY, LEISURE TIME, MALES, MATHEMATICAL MODELS, TAX RATES, UNEMPLOYMENT, WAGES, INCOME TAXES
THIS PAPER DISCUSSES DISCREPANCIES BETWEEN THE OBSERVABLE LABOR MARKET AND THE IDEALIZED WORLD WHICH IS ASSUMED IN THEORY. THE PROPOSED SOLUTIONS ARE FOCUSED ON THE DEVELOPMENT OF AN EMPIRICAL MODEL APPLICABLE TO DATA ON PRIME-AGE MALES FROM THE MICHIGAN PANEL STUDY OF INCOME DYNAMICS, BUT THE AUTHOR NOTES THAT MANY OF THESE ISSUES ARE RELEVANT FOR THE CONSTRUCTION OF MODELS FOR OTHER GROUPS. THE DISCUSSION COVERS FIVE BASIC AREAS (1) THE POTENTIAL LIMITATIONS OF THE SIMPLE LABOR SUPPLY MODEL, BASED ONLY ON INCOME-LEISURE TRADEOFFS, ARE DISCUSSED. (2) SOURCES OF RANDOMNESS IN OBSERVED LABOR SUPPLY BEHAVIOR AND ITS CONSEQUENCES FOR THE STIMULATION OF SYSTEMATIC LABOR SUPPLY RESPONSES ARE CONSIDERED, AND THE INTERTEMPORAL VARIATION ARE DISCUSSED. (3) THE MODEL IS EXTENDED TO ACCOMMODATE EARNINGS OPPORTUNITIES OTHER THAN A SIMPLE CONSTANT WAGE RATE, WITH INCREASING MARGINAL INCOME TAX RATES AND OVERTIME PREMIUMS BEING THE MAJOR FACTORS CONSIDERED. (4) DEMAND-RELATED FACTORS THAT PREVENT WORKERS FROM ACHIEVING MARGINAL EQUILIBRIUM AT THEIR MARGINAL WAGE RATES ARE EXPLORED, AND CRITERIA ARE SUGGESTED FOR THE SELECTION OF A SAMPLE OF WORKERS WHO ARE LESS SERIOUSLY AFFECTED BY THESE PROBLEMS. (5) THE TREATMENT OF TIME LOST DUE TO UNEMPLOYMENT AND ILLNESS IS DISCUSSED IN THE CONTEXT OF A MODEL DEVELOPED BY SAMUEL REA, WHICH IS ALSO APPLIED TO TIME SPENT COMMUTING TO WORK. (AUTHOR/MD)
ERIC: ED132305

4871 THEORIES OF SEARCH IN A LABOR MARKET OCT 73
BURDETT, KENNETH
NORTHWESTERN UNIV., EVANSTON, ILL. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-OAS-73-3654
NOTES: FINAL REPT. JUN-OCT 73 52P
SALARY SURVEYS, PERSONNEL SELECTION, ECONOMIC MODELS, JOB APPLICANTS, WAGE RATE DISTRIBUTION, NTISLABASP
THE OBJECT OF THIS PAPER IS TO REVIEW THE MAJOR RESULTS OF NEW DEVELOPMENTS IN THE AREA OF INDIVIDUAL JOB SEARCH MODELS. THE DIFFICULTIES INVOLVED IN A FULL MARKET APPROACH ARE DISCUSSED. ASSUMPTIONS ARE MADE CONCERNING THE OBJECTIVES OF THE INDIVIDUAL, THE TIME ALLOWED FOR SEARCH, THE RIGHT TO RECONSIDER OFFERS, AND THE KNOWLEDGE OF THE INDIVIDUAL OF THE WAGE OFFER DISTRIBUTION. THE RESERVATION WAGE PROPERTY OF JOB SEARCH MODELS IS PRESENTED AND APPLIED TO A MODEL IN WHICH KNOWLEDGE OF THE WAGE OFFER DISTRIBUTION IS ASSUMED. THE RESPONSES OF THE RESERVATION WAGE TO VARIOUS CONDITIONS ARE COMPARED.
NTIS: PB-256 647/9ST NTIS PRICES PC$4.50/MF$3.00

4872 THEORY AND METHODOLOGY OF HUMAN SERVICES FUNCTIONAL TASK ANALYSIS DATA SYSTEM. PHASE II FINAL REPORT. 30 SEP 70
KICH, GEORGE
YMCA OF METROPOLITAN CHICAGO, ILL. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-0-8-070329-3694(085)
NOTES: 59P.; SOCIAL SERVICE AIDE PROJECT FOR THE TRAINING AND EDUCATION OF PARAPROFESSIONALS
ADMINISTRATOR GUIDES, CAREER PLANNING, CORE CURRICULUM, CURRICULUM DEVELOPMENT, DATA ANALYSIS, EDUCATIONAL OBJECTIVES, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANUALS, SOCIAL SERVICES, SUBPROFESSIONALS, SYSTEMS APPROACH, TASK ANALYSIS, VOCATIONAL EDUCATION
DESIGNED AS A MANUAL FOR HUMAN AND SOCIAL SERVICE AGENCIES AND PROGRAMS ENGAGED IN CURRICULUM AND CAREER DEVELOPMENT, THIS TECHNICAL PAPER DESCRIBES THE SOCIAL SERVICE AIDE PROJECT (SSAP) FUNCTIONAL TASK ANALYSIS DATA SYSTEM RESULTING FROM PHASE I RESEARCH AND PHASE II ANALYSIS AND REFINEMENT. SECTIONS DISCUSS AND DIAGRAM THESE SYSTEM COMPONENTS (1) PRELIMINARY ANALYSIS AND DEVELOPMENT WHICH IS INFLUENCED BY THE PURPOSE, EXTERNAL CONSTRAINTS TO ENVIRONMENT, RESOURCES, SUBSYSTEMS, AND THE MAINTENANCE AND EVALUATION OF THE SYSTEM, (2) JOB ANALYSIS DATA SYSTEM, WHICH STRUCTURES THE PLANNING, FUNCTIONING, AND PRODUCTION OF CAREER ADVANCEMENT PROGRAMS BASED ON EMPLOYMENT AND EDUCATIONAL OBJECTIVES, AND (3) ANALYSIS OF THE EMPLOYMENT AND EDUCATIONAL OBJECTIVES

(CONT.)

4872 AND TASK REGROUPING IN THE CAREER LADDERS AND CORE CURRICULUM. OTHER SECTIONS ARE DEVOTED TO PROBLEMS ENCOUNTERED BY SSAP WHILE USING AND DEVELOPING THE SYSTEM, AND IMPLICATIONS OF THE SYSTEM. SUPPLEMENTARY SAMPLES AND TECHNICAL INFORMATION ARE APPENDED. PHASE I IS AVAILABLE AS ED 035 062 (RIE, MAY 1970), AND RELATED DOCUMENTS ARE AVAILABLE AS VT 012 530-012 533 AND VT 012 535 IN THIS ISSUE. (SB)
ERIC: ED047140

4873 THE THEORY OF HUMAN CAPITAL AND THE EARNINGS OF WOMEN A RE-EXAMINATION OF THE EVIDENCE. REVISED. JUN 76
SANDELL, STEVEN H.;SHAPIRO, DAVID
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 33P.
DATA ANALYSIS, EDUCATIONAL BACKGROUND, EQUAL OPPORTUNITIES (JOBS), FEMALES, HUMAN CAPITAL, INCOME, JOB TRAINING, MALES, MATHEMATICAL MODELS, MODELS, SEX DISCRIMINATION, STATISTICS, THEORIES, WAGES, WORK EXPERIENCE, WORKING WOMEN
THIS PAPER DISCUSSES SPECIFICATION AND INTERPRETATION OF HUMAN CAPITAL MODELS OF WOMENS EARNINGS WHEN DATA ON ACTUAL WORK EXPERIENCE ARE AVAILABLE. IT USES THE SEGMENTED EARNINGS FUNCTION FRAMEWORK DEVELOPED BY JACOB MINCER AND SOLOMON POLACHEK AND CONSIDERS THE EFFECTS OF DATA ERRORS, ISSUES INVOLVING DATA INTERPRETATION, CONSEQUENCES OF MODEL MIS-SPECIFICATION, AND THE SIMULTANEITY PROBLEM. THE MALE-FEMALE WAGE GAP IS REEXAMINED IN LIGHT OF THESE CONSIDERATIONS. IT IS CONCLUDED THAT APPROPRIATE ANALYSIS OF THE CORRECTED DATA DOES NOT SUPPORT ORIGINALLY PUBLISHED CONCLUSIONS CONCERNIS THE SHAPE OF THE ON-THE-JOB INVESTMENT PROFILE, THE IMPORTANCE OF DEPRECIATION OF HUMAN CAPITAL, AND THE PROPORTION OF WAGE GAP THAT CAN BE EXPLAINED BY DIFFERENCES IN WORK EXPERIENCE BETWEEN MEN AND WOMEN. (AUTHOR/JT)
ERIC: ED138906 THE OHIO STATE UNIVERSITY, COLLEGE OF ADMINISTRATIVE SCIENCE, CENTER FOR HUMAN RESOURCE RESEARCH, 1375 PERRY STREET, SUITE 585, COLUMBUS, OHIO 43201 ($.80)

4874 THERE ARE MORE BLACKS IN TV COMMERCIALS 1977
BUSH, R.F.; SOLOMON, P.J.; HAIR, J.F. JR.
JOURNAL OF ADVERTISING RESEARCH, VOL.17, NO.1, JAN 1977, P. 21-25.
ADVERTISING, ADVERTISING RESEARCH, AFFIRMATIVE ACTION, BLACKS, EQUAL EMPLOYMENT OPPORTUNITY, FACTOR ANALYSIS, HUMAN RESOURCE DEVELOPMENT, MARKETING, MINORITIES, QUANTITATIVE METHODS, TELEVISION
RESULTS AND CONCLUSIONS OF A STUDY CONCERNING BLACKS IN TV COMMERCIALS ARE PRESENTED. REGIONAL, QUANTITATIVE, AND QUALITATIVE FACTORS ARE CONSIDERED.
MGMT: JAO77A0021

4875 THEY NEEDED A CHANCE TO BE COUNTED AUG 77
HASHIAN, J. T.
WORKLIFE:2;9:32-33
MINORITY GROUPS, APPRENTICESHIPS, OUTREACH PROGRAMS, FEDERAL PROGRAMS, STATISTICAL DATA, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT PROGRAMS, ENROLLMENT RATE, ENTRY WORKERS
BEGINNING IN 1967 THE U.S. DEPARTMENT OF LABORS BUREAU OF APPRENTICESHIP AND TRAINING REQUIRED THAT APPRENTICESHIP PROGRAM OPERATORS INDICATE THE RACE OR NATIONAL ORIGIN AND SEX OF ALL PERSONS HIRED AS APPRENTICES IN REGISTERED PROGRAMS. THROUGH JUNE 1976 THE NUMBER OF MINORITY GROUP APPRENTICES ALMOST TRIPLED WITH A MUCH LOWER FIRST-YEAR DROPOUT RATE THAN THE OVERALL RATE. (MF)
ERIC: EJ165400 REPRINT AVAILABLE (SEE P. VII) UMI

4876 THEY RETURN TO WORK. THE JOB ADJUSTMENT OF PSYCHIATRICALLY DISABLED VETERANS OF WORLD WAR II AND KOREAN CONFLICT. JAN 63
COOPERMAN, IRENE G.;SONNE, THOMAS R.
VETERANS ADMINISTRATION, WASHINGTON, D.C. DEPT. OF VETERANS BENEFITS
NOTES: 214P.
CASE STUDIES (EDUCATION), SURVEYS, EMOTIONALLY DISTURBED, VOCATIONAL ADJUSTMENT, EMPLOYMENT, CLASSIFICATION, OCCUPATIONS, VETERANS, WORLD WAR II, KOREAN CONFLICT, DICTIONARY OF OCCUPATIONAL TITLES, VOLUME II
OCCUPATIONS EMPLOYING PSYCHIATRICALLY DISABLED WORLD WAR II AND KOREAN CONFLICT VETERANS ARE ILLUSTRATED WITH 337 SELECTED CASE BRIEFS SHOWING A WIDE RANGE OF VOCATIONAL ADJUSTMENT. THE BRIEFS ALL FOLLOW A SIMILAR FORMAT A DESCRIPTION OF THE VETERANS CURRENT JOB AND ADJUSTMENT TO IT, FOLLOWED BY AN ACCOUNT OF HOW HE GOT THE JOB AND HIS PREVIOUS WORK EXPERIENCE AND PSYCHIATRIC HISTORY, INCLUDING AVAILABLE INFORMATION ABOUT PRESENT GENERAL ADJUSTMENT. THE BRIEFS ARE CLASSIFIED BY OCCUPATION IN ACCORDANCE WITH THE OCCUPATIONAL CLASSIFICATION STRUCTURE IN VOLUME II OF THE DICTIONARY OF OCCUPATIONAL TITLES. A RELATED TECHNICAL REPORT IS AVAILABLE AS VT 001 967 (ALSO IN THIS ISSUE). (CH)
AIM/ARM: VT004937 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($.70).

4877 THINK MANAGER-THINK MALE 1976
SCHEIN, V.E.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2; MARCH-APRIL 1976, P. 21-24.
CAREER DEVELOPMENT, MANAGEMENT, MIDDLE MANAGEMENT, SURVEY, WOMEN IN BUSINESS
EXAMINES RESPONSES OF MEN AND WOMEN MANAGERS TO A QUESTIONNAIRE DESIGNED TO DETERMINE THE PERCEPTIONS OF MALE AND FEMALE SEX-ROLE STEREOTYPES AND THE CHARACTERISTICS OF SUCCESSFUL MIDDLE MANAGERS. THIS TYPE OF BARRIER MUST BE THOROUGHLY UNDERSTOOD AND DOCUMENTED BEFORE THE MANAGEMENT STATUS OF WOMEN CAN BE IMPROVED.
MGMT: ATR76C0021

4878 THE THIRD GENERATION USE OF TEMPORARY SERVICES 1974
STOVER, W.R.
MANAGEMENT REVIEW, VOL.63, NO.12, DEC 1974, P. 17-22.
EMPLOYMENT, EMPLOYMENT POLICY, HIRING, SERVICE INDUSTRY, STAFFING, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT, TURNOVER
DISCUSSES THE VARIETY OF NEW SERVICES AVAILABLE AND BEING OFFERED BY TEMPORARY EMPLOYMENT AGENCIES AND EXAMINES SOME INSTANCES OF HOW THEY ARE BEING USED.
MGMT: MRE74L0017

4879 THE THIRD PART OF YOUR LIFE. A SYSTEMS APPROACH TO RETIREMENT. 71
WIESMAN, WALT
NOTES: 32P.
ADULT EDUCATION PROGRAMS, CAREER CHANGE, COMMUNITY ROLE, COUNSELORS, EMPLOYMENT OPPORTUNITIES, ENRICHMENT PROGRAMS, JOB SKILLS, OLDER ADULTS, RETIREMENT, SCHOOL AIDES, SEMINARS, SOCIAL PROBLEMS, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOLUNTEERS
AN APPROACH TO RETIREMENT PLANNING IS DISCUSSED. IT IS SUGGESTED THAT THE RETIREE SHOULD EXPLORE A VARIETY OF ACTIVITIES, FROM VOLUNTEER WORK TO FULL-TIME EMPLOYMENT. OTHER SUGGESTIONS ARE THAT THE RETIREE SHOULD STAY IN GOOD PHYSICAL CONDITION AND THAT PRIOR TO RETIREMENT, A SOUND FINANCIAL PROGRAM SHOULD BE WORKED OUT. RETIREMENT ACTIVITIES THAT SHOULD BE CONSIDERED ARE FREE-LANCING, OPPORTUNITIES IN THE FIELD OF EDUCATION (TEACHER ENRICHMENT SEMINARS, STUDENT SEMINARS, STUDENT ORIENTATION, VOLUNTEERS FOR FIRST AIDE CLINICS AND FOR OTHER HEALTH SERVICES PROJECTS, RESOURCE PERSONNEL AND INSTRUCTORS FOR VOCATIONAL EDUCATION, ASSIST IN STUDIES OF INDUSTRY REQUIREMENTS, SUBSTITUTE TEACHERS, PART-TIME INSTRUCTORS, TEACHER AIDES, MAINTENANCE PERSONNEL, ETC.). SOME UNIVERSITIES OFFER EVENING AND WEEKEND PROGRAMS THROUGH WHICH THE POTENTIAL RETIREE CAN ACQUIRE THE NECESSARY CREDITS OR DEGREES NEEDED TO TEACH FULL-TIME. CITY AND COUNTRY ORGANIZATIONS COULD UTILIZE THE RETIREES ON BOARDS, COMMISSIONS, AND ADVISORY GROUPS, AND PROFESSIONAL ASSOCIATIONS COULD UTILIZE THE RETIREES IN CONDUCTING ENRICHMENT PROGRAMS FOR TEACHERS AND STUDENTS. RETIREES CAN CONTRIBUTE THROUGH VOLUNTEER WORK IN MANY PROJECTS. AN EMPLOYER CAN AID IN RETIREMENT PLANNING IN MANY WAYS. NATIONAL PROGRAMS ARE NEEDED, AND THE COMMUNITY SHOULD HAVE RETIREMENT PLANNING COURSES AS PART OF THEIR ADULT EDUCATION PROGRAM. (DB)
ERIC: ED057293 WALTER WIESMAN, POST OFFICE BOX 466, HUNTSVILLE, ALABAMA 35804 (1 - 9 COPIES, 75 EACH, 10 - 99, 65 EACH, 100 - 499, 60 EACH, 500 - 999, 55 EACH, 1000 AND MORE, 50 EACH)

4880 THIRTY YEARS OF FULL EMPLOYMENT POLICIES AND GROWING UNEMPLOYMENT 1977
WIEGAND, G.C.
VITAL SPEECHES, VOL.43, NO.16, JUNE 1, 1977, P. 501-507.
CAPITAL GROWTH, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT INTERVENTION, GOVERNMENT POLICY, GOVERNMENT SPENDING, INFLATION, UNEMPLOYMENT
THE NOTION THAT HAVING A JOB IS AN INDIVIDUALS RIGHT HAS LED TO GOVERNMENTAL POLICIES WHICH HAVE AGGRAVATED BOTH INFLATION AND UNEMPLOYMENT. EXCESSIVE GOVERNMENT SPENDING HAS INHIBITED INVESTMENT BY BUSINESS AND HAS REDUCED LABOR PRODUCTIVITY.
MGMT: VIT77F0531

4881 THOUGHTS ON BEING A WOMAN IN PUBLIC RELATIONS 1975
ANDERSON, J.M.
PUBLIC RELATIONS JOURNAL, VOL.31, NO.6, JUNE 1975, P. 25.
EQUAL EMPLOYMENT OPPORTUNITY, PUBLIC RELATIONS, WOMEN IN BUSINESS
THIS ARTICLE PROVIDES A FUND OF DOS AND DONTS TO WOMEN IN BUSINESS, ESPECIALLY WOMEN IN PUBLIC RELATIONS. SHOWS THE WAY FOR WOMEN TO FIGHT BACK EFFECTIVELY IN THE MALE DOMINATED WORLD AND TO ASSERT THEIR RIGHTS WHICH SOMETIMES MAY BE DENIED.
MGMT: PRJ75F0025

4882 THOUGHTS ON REGULATIONS 1976
SMITH, J.S.
VITAL SPEECHES, VOL.42, NO.21, AUG 15, 1976, P. 663-666.
ANTITRUST LAWS, BUSINESS, ECONOMIC THEORY, ECONOMICS, GOVERNMENT REGULATION, INFLATION, PRIVATE ENTERPRISE, PRODUCTION, PROFIT, SUPPLY AND DEMAND, UNEMPLOYMENT
THE MARKETPLACE IS A REGULATORY AGENCY WHICH CONTROLS MORE AND WITH GREATER SPEED AND EFFECTIVENESS THEN GOVERNMENT ITSELF.
MGMT: VIT76H0663

4883 THE THREAT IN 1976: A WAGE-WAGE SPIRAL 1975
BUSINESS WEEK, NO.2381, MAY 19, 1975, P. 39-40.
COLLECTIVE BARGAINING, COST OF LIVING, ECONOMICS, INFLATION, MANAGEMENT, RECESSION, UNEMPLOYMENT, UNIONS, WAGES
IF ECONOMIC RECOVERY IS STRONG IN 1976, WHEN THERE WILL BE MANY CONTRACT NEGOTIATIONS, IT MAY TURN INTO A WAGE-WAGE SPIRAL AND THEN BECOME A PRICE-WAGE-PRICE SPIRAL. ALBERT REES, DIRECTOR OF THE COUNCIL ON WAGE PRICE STABILITY, SEES NO NEED AT PRESENT FOR CONTROLS HOWEVER, LEGISLATION TO EXTEND THE LIFE OF COWPS FOR A YEAR HAS BEEN PASSED.
MGMT: BWE75E1939

4884 THE THREAT OF AN SUB DISASTER 1975
BUSINESS WEEK, NO.2366, FEB 3, 1975, P. 20.
AUTOMOBILE INDUSTRY, ECONOMICS, EMPLOYEE BENEFITS, LAYOFF, UNEMPLOYMENT
MAJOR AUTO MANUFACTURERS UNEMPLOYMENT BENEFITS FUNDS ARE IN DEEP TROUBLE.
MGMT: BWE75B0320

4885 A THREAT TO CARGO RATES 1976
BUSINESS WEEK, NO.2417, FEB 2, 1976, P. 38.
COST, ECONOMICS, INDUSTRIAL RELATIONS, LABOR RELATIONS, LAYOFF, SHIPPING, UNEMPLOYMENT, UNIONS
OVERSEAS CARGO RATES MAY INCREASE AS A RESULT OF A UNION DISPUTE BETWEEN THE TEAMSTERS AND LONGSHOREMEN OVER CARGO CONSOLIDATIONS KNOWN AS STRIPPING AND STUFFING. THE LONGSHOREMENS CLAIM OF EXCLUSIVE JURISDICTION OVER THE PROCESS WAS REJECTED BY THE NATIONAL LABOR RELATIONS BOARD.
MGMT: BWE7680238

4886 THREE ON A SINGLE THEME I. THERE CAN BE CAREER OPPORTUNITIES IN HOUSEHOLD EMPLOYMENT. II. FAIR PLAY FOR HOUSEHOLD WORKERS A TRAINING GUIDE FOR EMPLOYERS WITH SUGGESTED PERSONNEL PRACTICES. III. A TRAINING COURSE GUIDE FOR UPGRADING WORKERS IN HOUSEHOLD AND HOME RELATED OCCUPATIONS 15 APR 71
TRIMBLE, MIRIAN K.;WEINTRAUB, ROSALIE
TRIMBLE (M.K.) ASSOCIATES, INC., ANNANDALE, VA.
CONTRACT NO. DL-82-11-71-05
NOTES: FINAL REPT. 144P
EMPLOYMENT, RESIDENTIAL BUILDINGS, JOB ANALYSIS, UPGRADING, HOUSEHOLD EMPLOYMENT, HOUSEHOLD WORKERS, DISADVANTAGED GROUPS
THE VOLUME CONSISTS OF THREE MONOGRAPHS CONCERNED WITH SPECIAL ASPECTS OF HOUSEHOLD EMPLOYMENT. THE SEPARATE SUBJECTS OF THE MONOGRAPHS ARE AS FOLLOWS THERE CAN BE CAREER OPPORTUNITIES IN HOUSEHOLD EMPLOYMENT: FAIR PLAY FOR HOUSEHOLD WORKERS -- A TRAINING GUIDE FOR EMPLOYERS WITH SUGGESTED PERSONNEL PRACTICES: A TRAINING COURSE GUIDE FOR UPGRADING WORKERS IN HOUSEHOLD AND HOME RELATED OCCUPATIONS. (AUTHOR)
NTIS: PB-199 134 NTIS PRICES PC$3.00 MF$0.95

4887 THE THREE RS OF ADULT BASIC EDUCATION RECRUITMENT, RETENTION, REWARD. 73
PIKE, VICKI
GEORGIA SOUTHERN COLL., STATESBORO. SCHOOL OF EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D. C. DIV. OF ADULT BASIC EDUCATION.
NOTES: 36P.
ADULT BASIC EDUCATION, ADULT DROPOUTS, ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT EDUCATORS, ADULT LEADERS, ADULT LEARNING, DROPOUT PREVENTION, EDUCATIONAL BENEFITS, PARTICIPANT SATISFACTION, PUBLICIZE, RECRUITMENT, REWARDS, SCHOOL HOLDING POWER
THIS ILLUSTRATED HANDBOOK WAS PREPARED FOR ADULT BASIC EDUCATION (ABE) COORDINATORS AND TEACHERS AND IS SUGGESTED FOR USE IN NEW TEACHER ORIENTATION, IN-SERVICE EDUCATION, OR AS RESOURCE MATERIAL. THE ABE CONCERNS OF RECRUITMENT OF ADULTS FOR PROGRAMS, RETENTION OF STUDENTS, AND REWARDS FOR THOSE COMPLETING THE PROGRAM ARE DISCUSSED WITH MANY DO AND DONT TIPS LISTED. THE SEVENTEEN-PAGE APPENDIX INCLUDES EXAMPLES OF RECRUITMENT MATERIALS AIMED FOR NEWSPAPERS, RADIO AND TELEVISION, LETTERS, POSTERS, FLIERS AND BILLBOARDS, AND DOOR-TO-DOOR CAMPAIGNING. (SC)
ERIC: ED083450

4888 THREE VALIDATION STUDIES OF CLERICAL SKILLS TESTS. OCT 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 52P.
JOB SKILLS, PERFORMANCE TESTS, PERSONNEL EVALUATION, PREDICTIVE VALIDITY, SPELLING, STENOGRAPHY, TEST VALIDITY, TYPEWRITING
TO VERIFY ASSUMPTIONS CONCERNING CONTENT VALIDITY AND TO QUALIFY RELATIONSHIPS BETWEEN TESTS AND CRITERIA, THREE VALIDATION STUDIES OF THE UNITED STATES EMPLOYMENT SERVICE DICTATION, SPELLING, AND TYPING TESTS WERE CARRIED OUT IN COOPERATION WITH 18 STATE EMPLOYMENT SERVICES. STUDY I, VALIDATION OF THE SPELLING AND DICTATION TESTS, REVEALED A MODERATELY LOW POSITIVE RELATIONSHIP BETWEEN WORKERS DICTATION TEST SCORES AND SUPERVISORS RATINGS AND ALSO SOME RELATIONSHIP BETWEEN SPELLING TEST SCORES AND SUPERVISORS RATINGS OF ABILITY TO TAKE AND TRANSCRIBE DICTATION. STUDY II, A FOLLOW-UP ON THE TYPING AND SPELLING PROFICIENCY TESTS, REVEALED A MODERATE BUT HIGHLY SIGNIFICANT CORRELATION BETWEEN TYPING SCORES AND SPELLING TEST SCORES AS WELL AS CORRELATIONS BETWEEN TYPING SCORES AND SUPERVISORY RATINGS. STUDY III, RELATIONSHIP OF TYPING TEST PERFORMANCE WITH SUPERVISORS EVALUATION OF ON-THE-JOB PERFORMANCE, REVEALED LITTLE OR NO PREDICTIVE VALIDITY BETWEEN TYPING SCORES AND SUPERVISORS EVALUATIONS AND THAT A SATISFACTORY-UNSATISFACTORY CRITERION WAS NOT SUITABLE FOR THIS TYPE OF RESEARCH. SUMMARY, PURPOSE, PROCEDURES, AND RECOMMENDATIONS ARE INCLUDED FOR EACH STUDY. SELECTED STUDY FORMS ARE APPENDED. (SB)
ERIC: ED053269

4889 A THREE-STAGE MANPOWER PLANNING AND SCHEDULING MODEL. A SERVICE SECTOR EXAMPLE SEP 72
ABERNATHY, WILLIAM J.;BALOFF, NICHOLAS;HERSHEY, JOHN C.;WANDEL, STEN
STANFORD UNIV., CALIF. GRADUATE SCHOOL OF BUSINESS.
NOTES: RESEARCH PAPER 36P
HEALTH PLANNING, HEALTH MANPOWER, NURSES, NTISHRANHP
A GENERAL NUMERICAL MODEL IS FORMULATED BY STANFORD UNIVERSITY GRADUATE BUSINESS SCHOOL PERSONNEL FOR ANALYSIS OF NURSE STAFFING AND SCHEDULING POLICIES: THE MATHEMATICAL ASPECTS OF THE PROBLEM ARE DISCUSSED, AND AN EXAMPLE SOLUTION IS GIVEN FOR A GROUP OF FOUR WARDS IN A HOSPITAL WITH A PLANNING PERIOD OF ONE MONTH AND SEASONAL VARIATION OF DEMAND WITH A ONE YEAR PERIODICITY. TO FACILITATE ANALYSIS THE PROBLEM IS BROKEN DOWN INTO THREE STAGES POLICY DECISION, STAFF ALLOCATION FOR EACH PLANNING PERIOD AND SHORT TERM SCHEDULING WITHIN EACH PLANNING PERIOD. AN ITERATIVE METHOD OF SOLUTION IS FORMULATED AND DISCUSSED BUT NOT SOLVED, AN A METHOD EMPLOYING LINEAR PROGRAMMING FOR

(CONT.)

4889 THE STAFF ALLOCATION STAGE AND A MONTE CARLO METHOD FOR THE SHORT-TERM SCHEDULING IS USED TO PRODUCE THE SAMPLE SOLUTION.
NTIS: HRP-0000691/6ST   NTIS PRICES PC$4.00/MF$3.00

4890 TICKET AGENT (AIR TRANS.) 1-44.12--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY.   SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, TRANSPORTATION, TRAVEL, GATB, GENERAL APTITUDE TEST BATTERY, TICKET AGENT
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063396

4891 TIME FOR REAPPRAISAL ON THE RESERVATION   1975
ATCHISON, S.D.
BUSINESS WEEK, NO.2398, SEPT 15, 1975, P. 18A-F.
HUMAN RESOURCE DEVELOPMENT, INCOME, INDUSTRIAL DEVELOPMENT, JOB DEVELOPMENT, JOB SECURITY, LAYOFF, MANAGEMENT TRAINING, MINORITIES, UNEMPLOYMENT
A RAID ON THE FAIRCHILD CAMERA INSTRUMENT CORP. PLANT AT ARIZONAS NAVAJO RESERVATION RESULTED IN ITS CLOSING DOWN, LEAVING MANY INDIANS JOBLESS. NAVAJOS WANT MANAGERIAL TRAINING BY ANY COMPANY MOVING ONTO THE RESERVATION AND NO NEW EMPLOYER HAS BEEN ATTRACTED.
MGMT: BWE75I1518

4892 A TIME SERIES ANALYSIS OF SECONDARY LABOR FORCE PARTICIPATION   21 OCT 77
DUGGAN, JAMES E.
PENNSYLVANIA STATE UNIV. UNIVERSITY PARK. DEPT. OF ECONOMICS.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-42-76-50
NOTES: FINAL REPT.   206P
MANPOWER, ECONOMIC FORECASTING, LABOR FORCE, NTISLABPEU, NTISLABETA
MODELS ARE DEVELOPED IN WHICH THE LABOR FORCE PARTICIPATION RATE OF SECONDARY WORKERS, OBSERVED OVER TIME IN THE U. S., IS A FUNCTION OF WAGE RATES, PRICES, INTEREST RATES, AND UNEMPLOYMENT RATES. INITIALLY, A MODIFICATION OF THE NEOCLASSICAL LABOR SUPPLY MODEL IS INTRODUCED BY ALLOWING ECONOMIC AGENTS TO OPTIMIZE THEIR TECHNIQUES OF FORECASTING TO GENERATE PREDICTIONS OF WAGES AND PRICES. THE RESULTANT FORMULATION IS INTERPRETED AS A FORECAST WAGE (AND PRICE) HYPOTHESIS AND IS CONFIRMED EMPIRICALLY FOR WAGES IN MANUFACTURING, SERVICES, AND TRADE. THE BOX-JENKINS METHODOLOGY IS A KEY ELEMENT IN THIS ANALYSIS. NEXT, A TRANSFER FUNCTION MODEL IS DEVELOPED RELATING LABOR FORCE PARTICIPATION TO UNEMPLOYMENT. THE WAGE-PRICE AND UNEMPLOYMENT MODELS ARE THEN COMBINED TO INCORPORATE THE EFFECTS OF INTEREST RATES ON PARTICIPATION RATES. THE INTEREST RATE VARIABLE APPEARS IN THE EQUATIONS WITH A HIGHLY SIGNIFICANT POSITIVE COEFFICIENT. FINALLY, ALL MODELS ARE COMPARED WITH RESPECT TO THEIR ABILITY TO FORECAST PARTICIPATION RATES WITHIN AND BEYOND THE SAMPLE PERIOD.
NTIS: PB-274 430/8ST   NTIS PRICES PC A10/MF A01

4893 TIME SERIES FORECASTING USING THE KALMAN FILTER: AN EMPIRICAL STUDY   1975
MCWHORTER, A. JR.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 436-441. BIBLIOG. 9
CONSUMER SPENDING, DESIGN, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EVALUATION, FORECASTING, INTEREST RATES, INVENTORY, MODELING, PERFORMANCE APPRAISAL, QUANTITATIVE METHODS, REGRESSION ANALYSIS, STATISTICS, TIME SERIES, UNEMPLOYMENT
EXAMINES THE FORECASTING POTENTIAL OF A LINEAR REGRESSION MODEL (A STRUCTURAL MODEL) WHICH IS MORE GENERAL THAN THE CONVENTIONAL REGRESSION MODEL. SIX DIFFERENT FORECASTING METHODS ARE APPLIED TO FIVE TIME SERIES OF INTEREST VIZ. PERSONAL CONSUMPTION EXPENDITURES, CHANGES IN AUTO BUSINESS INVENTORIES, CHANGE IN NON-AUTO BUSINESS INVENTORIES, UNEMPLOYMENT RATES, AND EXCESS OF THREE MONTH TREASURY BILL RATE OVER THE FEDERAL RESERVE DISCOUNT RATE.
MGMT: ASA75HP436

4894 A TIME TO ACT   APR 77
GLEAZER, EDMUND J., JR.
COMMUNITY AND JUNIOR COLLEGE JOURNAL:47:7:6-12
JUNIOR COLLEGES, ADULT EDUCATION, ADULT VOCATIONAL EDUCATION, CITIZENSHIP

(CONT.)

4894 RESPONSIBILITY, COMMUNITY COLLEGES, CONSUMER EDUCATION, YOUTH EMPLOYMENT, EDUCATIONAL OBJECTIVES, COLLEGE ROLE
DISCUSSES THREE URGENT AND EXISTING NEEDS IN SOCIETY WHICH REQUIRE EDUCATIONAL ACTION BY THE COMMUNITY COLLEGE IN CONCERT WITH OTHER COMMUNITY-BASED EDUCATION AND TRAINING INSTITUTIONS TO MAINTAIN A LEVEL OF ADULT PROFICIENCY, TO BROADEN UNDERSTANDING OF CRITICAL ISSUES, AND TO IMPROVE SOCIAL MEANS FOR THE TRANSITION OF YOUTH TO ADULTHOOOD. (JG)
ERIC: EJ160783

4895 THE TIMING AND SPACING OF BIRTHS AND WOMENS LABOR FORCE PARTICIPATION AN ECONOMIC ANALYSIS JAN 74
ROSS, SUE GOETZ
COLUMBIA UNIV., NEW YORK.
GRANT NO. DL-91-36-72-35
NOTES: FINAL REPT. 177P
BIRTH PATTERNS, EMPLOYMENT PROFILES, LABOR FORCE PARTICIPATION, EMPLOYED MARRIED WOMEN, CHILDBIRTH SPACING, OMPER
EMPIRICAL TESTS OF HYPOTHESES DEVELOPED IN A DISCUSSION OF INCOME AND SUBSTITUTION EFFECTS SUPPORT THE HYPOTHESIS AND SHOW THAT WOMEN WITH MORE EDUCATION HAVE THEIR FIRST BIRTH (B1) SOONER AFTER LEAVING SCHOOL THAN LESS EDUCATED WOMEN: ALSO, AN ADDITIONAL YEAR OF SCHOOLING RAISES THE WOMANS AGE AT B1 BY ONLY ABOUT ONE-HALF YEAR. THE HIGHER THE WIFES EDUCATION, THE SHORTER THE TOTAL INTERVAL BETWEEN B1 AND THE LAST BIRTH (BN), GIVEN FAMILY SIZE: THE EFFECT IS EVEN STRONGER IF FAMILY SIZE IS NOT HELD CONSTANT. MORE EDUCATION FOR THE THE HUSBAND LED TO POSTPONEMENT OF B1. HIGHER FAMILY INCOME RESULTED IN AN EARLIER B1 AND A LONGER TOTAL INTERVAL. OTHER EMPLOYMENT-CHILDBIRTH RELATIONS ARE ALSO DISCUSSED.
NTIS: PB-231 342/7 NTIS PRICES PC$5.50/MF$1.45

4896 TINBERGENS INCOME DISTRIBUTION: ANALYSIS AND POLICIES-A REVIEW ARTICLE 1977
HAVEMAN, R.H.
JOURNAL OF HUMAN RESOURCES, VOL.12, NO.1, WINTER 1977, P. 103-114. BIBLIOG. 14
ECONOMICS, GOVERNMENT AID, GOVERNMENT POLICY, GOVERNMENT PROGRAMS, HUMAN RESOURCE DEVELOPMENT, INCOME, INCOME DISTRIBUTION, LABOR, LABOR MARKET, POVERTY, SUPPLY AND DEMAND
A SUMMARY OF THE BOOK IS FOLLOWED BY A DISCUSSION OF ITS IMPLICATIONS AND CONCLUSIONS.
MGMT: JHR77M0133

4897 TIPP. TRAINING INCENTIVE PAYMENTS PROGRAM. FIVE YEARS OPERATIONS. FINAL REPORT. 1 JUN 71
INSTITUTE OF PUBLIC ADMINISTRATION, NEW YORK, N.Y.
NOTES: 113P.
BLUE COLLAR OCCUPATIONS, IMPROVEMENT PROGRAMS, JOB SKILLS, LEARNING MOTIVATION, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MOTIVATION TECHNIQUES, PROGRAM EVALUATION, REWARDS, VOCATIONAL EDUCATION, TIPP, TRAINING INCENTIVE PAYMENTS PROGRAM
A REPORT IS MADE OF THE FIRST OPERATING PHASE FROM MARCH 1970 THROUGH MAY 1971 OF A TEST OF THE FEASIBILITY OF USING FINANCIAL INCENTIVES TO STIMULATE MORE EFFECTIVE UPGRADING OF THE SKILLS AND EARNINGS OF LOW INCOME WORKERS IN THE PRIVATE SECTOR. TIPP PROVIDES INCENTIVE PAYMENTS TO EMPLOYERS BASED ON RESULTS ACHIEVED. PROGRAM ADMINISTRATION STRESSES SELF-ADMINISTRATION BY PARTICIPATING EMPLOYERS. EACH EMPLOYER TAKING PART PROVIDES FULL ACCESS TO HIS FIRMS EXPERIENCE UNCER THE PROGRAM FOR RESEARCH PURPOSES, AS A CONTRIBUTION TO THE DEVELOPMENT OF MORE EFFECTIVE MANPOWER POLICIES AND INSTRUMENTS BY THE GOVERNMENT. (AUTHOR)
ERIC: ED056279 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 160, MF $0.95, HC $3.00)

4898 TIRE BUILDER, AUTOMOBILE (RUBBER TIRE + TUBE) 750.884--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. SEP 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 22P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALICITY, GATB, GENERAL APTITUDE TEST BATTERY, TIRE BUILDERS (AUTOMOBILE)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065613

4899 TITLE VII DISPUTES: IMPACT OF THE GARDNER-DENVER CASE 1974
SINISCALCO, G.R.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES. PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 231-234.
AFFIRMATIVE ACTION, ARBITRATION, COLLECTIVE BARGAINING, DISCRIMINATION, EMPLOYEE RIGHTS, EQUAL EMPLOYMENT OPPORTUNITY, FAIR EMPLOYMENT PRACTICES, INDUSTRIAL RELATIONS, STRIKE, UNIONS
EXAMINES THE POTENTIAL IMPACT OF THE COURT DECISION WHICH DETERMINED THAT EMPLOYEES DO NOT FORFEIT THEIR RIGHT TO LEGAL REDRESS FOR EMPLOYMENT DISCRIMINATION AFTER HAVING SOUGHT OUT AVAILABLE UNION GRIEVANCE PROCEDURES.
MGMT: IRR7470231

4900 TITLE XX AND CETA. A COORDINATION GUIDE FOR TITLE XX ADMINISTRATORS. MAR 76
URBAN MANAGEMENT CONSULTANTS OF SAN FRANCISCO, INC., CALIF. OFFICE OF HUMAN DEVELOPMENT (DHEW), WASHINGTON, D.C. OFFICE OF MANPOWER.
NOTES: 42P.
ADMINISTRATOR GUIDES, COOPERATIVE PROGRAMS, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, GUIDELINES, JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, SOCIAL AGENCIES, SOCIAL SERVICES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, SOCIAL SECURITY ACT TITLE XX
WRITTEN FOR THE SOCIAL SERVICE (TITLE XX) ADMINISTRATOR AT THE STATE OR SUB-STATE LEVEL, THIS GUIDE IS INTENDED TO SERVE FOUR MAJOR PURPOSES (1) PROVIDE SELECTED INSIGHTS INTO WHAT THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) IS AND HOW IT WORKS: (2) POINT OUT POTENTIAL AREAS FOR COORDINATION WHICH, FROM STUDY OR FIELD EXPERIENCE, HOLD THE PROMISE OF BENEFIT TO THE CLIENTS AND ADMINISTRATORS BOTH CETA AND SOCIAL SERVICES: (3) PRESENT A BRIEF AND PRACTICAL ANALYTICAL FRAMEWORK FOR IDENTIFYING OTHER ARRANGEMENTS AND (4) REVIEW THE KEY MANAGEMENT TECHNIQUES THAT HAVE PROVEN THEIR VALUE IN NEGOTIATION AND IMPLEMENTATION OF TITLE XX/CETA COORDINATION PROJECTS. MAJOR TOPICS INCLUDE A SUMMARY OF CETA PROVISIONS AND TITLE XX PROGRAM COMPARISONS, SOME SPECIFIC SUGGESTED OPPORTUNITIES FOR COORDINATION (E.G. ON CHILD DAY CARE SERVICES, IN YOUTH EMPLOYMENT PROGRAMS FOR DROPOUTS, AND ESSENTIAL STEPS IN IDENTIFICATION AND IMPLEMENTATION OF WORTHWHILE COOPERATIVE ARRANGEMENTS. AN ILLUSTRATIVE AGREEMENT IS APPENDED. (WL)
ERIC: ED134713

4901 TO AMEND THE YOUTH CONSERVATION CORPS ACT OF 1970: HEARING BEFORE THE COMMITTEE ON INTERIOR AND INSULAR AFFAIRS, UNITED STATES SENATE, NINETY-FOURTH CONGRESS, SECOND SESSION ON S.2630, A BILL TO AMEND THE YOUTH CONSERVATION CORPS ACT OF 1970 (84 STAT. 794), H.R.10138, AN ACT TO CREATE THE YOUNG ADULT CONSERVATION CORPS TO COMPLEMENT THE YOUTH CONSERVATION CORPS. 17 JUN 76
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON INTERIOR AND INSULAR AFFAIRS.
NOTES: 71P.
CONSERVATION (ENVIRONMENT), EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, NATURAL RESOURCES, YOUNG ADULTS, YOUTH EMPLOYMENT, YOUTH CONSERVATION CORPS
THE PURPOSE OF THE HEARING BEFORE THE SENATE COMMITTEE ON INTERIOR AND INSULAR AFFAIRS WAS TO RECEIVE TESTIMONY ON TWO BILLS PENDING BEFORE THE COMMITTEE, S.2630 AND H.R.10138, BOTH INTRODUCING LEGISLATION TO AMEND THE YOUTH CONSERVATION CORPS ACT OF 1970 TO PROVIDE YEAR-ROUND EMPLOYMENT OF YOUNG ADULTS, AGES 19 TO 24, TO REDUCE THE BACKLOG OF CONSERVATION-RELATED PROJECTS ON PUBLIC LANDS AND WATERS. TEXTS OF BOTH BILLS ARE PRESENTED, CALLING FOR THE AMENDED ACT TO BE CITED AS THE YOUNG ADULT CONSERVATION CORPS ACT. STATEMENTS FROM WITNESSES AND ADDITIONAL MATERIAL SUBMITTED FOR THE RECORD INCLUDE A REQUEST FROM AN ATTORNEY REPRESENTING SEVERAL INDIAN TRIBES FOR TRIBAL ADMINISTRATION OF YOUTH CORPS PROJECTS ON INDIAN RESERVATIONS. ADMINISTRATION VIEWS OPPOSING THE YOUTH CORPS MENTIONED HIGH COSTS AND POTENTIAL INFLATIONARY EFFECTS. OTHER TESTIMONY REFERRED TO POTENTIAL BENEFITS RESULTING FROM THE YOUTH CORPS AND RECOMMENDED ITS INVOLVEMENT IN ECONOMICALLY PRODUCTIVE ACTIVITIES. (MF)
ERIC: ED139909

4902 TO AUTHORIZE A LIMITED WAIVER OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT OF 1938 WITH RESPECT TO CERTAIN AGRICULTURAL HAND HARVEST LABORERS. HEARING BEFORE THE SUBCOMMITTEE ON AGRICULTURAL LABOR OF THE COMMITTEE ON EDUCATION AND LABOR, HOUSE OF REPRESENTATIVES, 94TH CONGRESS, 1ST SESSION ON H.R.632 (WASHINGTON, D.C., APRIL 18, 1975). 75
CONGRESS OF THE U.S., WASHINGTON, D.C. HOUSE COMMITTEE ON EDUCATION AND LABOR.
NOTES: 106P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT SIZE OF ORIGINAL DOCUMENT
AGRICULTURAL LABORERS, CHILD LABOR, CHILD LABOR LEGISLATION, EMPLOYMENT PROBLEMS, FARM LABOR, FEDERAL LEGISLATION, MANPOWER NEEDS, MIGRANT EMPLOYMENT, MIGRANT YOUTH, YOUTH EMPLOYMENT, CONGRESSIONAL HEARINGS, FAIR LABOR STANDARDS ACT, FLSA, H R 632
ON APRIL 18, 1975, THE HOUSE SUBCOMMITTEE ON AGRICULTURAL LABOR HEARD TESTIMONY REGARDING H.R. 632 WHICH WOULD ESTABLISH PROCEDURES FOR THE SECRETARY OF LABOR TO WAIVE THE CHILD LABOR PROVISIONS OF THE 1938 FAIR LABOR STANDARDS ACT FOR EMPLOYMENT IN AGRICULTURE OF CHILDREN UNDER 12 YEARS OF AGE. SEVERAL CONDITIONS WOULD HAVE TO BE MET BEFORE THE SECRETARY COULD GRANT SUCH A WAIVER. THE WAIVER ITSELF WOULD REQUIRE THAT EMPLOYMENT BE OUTSIDE OF SCHOOL HOURS, THE CHILDREN BE LOCAL RESIDENTS COMMUTING DAILY TO WORK ON THE FARM FROM THEIR PERMANENT RESIDENCE, AND THE CHILDREN NOT BE EMPLOYED FOR MORE THAN 13 WEEKS BETWEEN JUNE 1 AND SEPTEMBER 15 UNDER THE WAIVER AND IN ACCORDANCE WITH OTHER TERMS AND CONDITIONS SET BY THE SECRETARY TO PROTECT THEM. TESTIMONY WAS HEARD FROM REPRESENTATIVES OF THE U.S. DEPARTMENT OF LABOR, MIGRANT LEGAL ACTION PROGRAM, NATIONAL CHILD LABOR COMMITTEE, CHILD LABOR BRANCH OF THE WAGE AND HOUR DIVISION (DEPARTMENT OF LABOR), UNITED FARM WORKERS, AND AMERICAN FEDERATION OF

(CONT.)
6932 LABOR-CONGRESS OF INDUSTRIAL ORGANIZATIONS (AFL-CIO). (NQ)
ERIC: ED125133

6933 TO DEVELOP A SYSTEM FOR INTERFACING THE ADMINISTRATION AND IMPLEMENTATION OF CETA AND VOCATIONAL PROGRAMS AT THE LOCAL LEVEL. FINAL REPORT. JUN 76
BONNER, HAROLD S.;HERNDON, MOGA
PRAIRIE VIEW A AND M UNIV., TEX. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; TEXAS STATE DEPT. OF COMMUNITY AFFAIRS, AUSTIN.
GRANT NO. OEG-0-75-0389
NOTES: 115P.; BEST COPY AVAILABLE
ADULT EDUCATION, COOPERATIVE PLANNING, DELIVERY SYSTEMS, DISADVANTAGED GROUPS, EDUCATIONAL COORDINATION, EDUCATIONAL FACILITIES, FEDERAL PROGRAMS, JOB TRAINING, PROGRAM ADMINISTRATION, PUBLIC SCHOOLS, RURAL EDUCATION, STATE FEDERAL AID, SURVEYS, VOCATIONAL EDUCATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, TEXAS
A STUDY WAS DONE TO DETERMINE THE FEASIBILITY OF USING PUBLIC SCHOOLS AS A DELIVERY SYSTEM FOR TRAINING THE DISADVANTAGED IN RURAL AREAS, AND TO IDENTIFY THOSE FACTORS WHICH HAVE PREVENTED THE ESTABLISHMENT OF MEANINGFUL WORKING RELATIONSHIPS BETWEEN MANPOWER TRAINING PROVIDERS AND VOCATIONAL PERSONNEL. UTILIZING A QUESTIONNAIRE AND PERSONAL CONTACT AT WORKSHOPS, DATA WERE COLLECTED FROM PUBLIC SCHOOLS WHICH PARTICIPATED IN TEXASS RURAL IMPACT PROGRAM WHILE A MODIFIED DELPHI METHOD WAS USED TO OBTAIN OPINIONS FROM A GROUP OF EXPERTS COMPRISED OF SPONSORS, ADMINISTRATORS, PLANNERS, FIELD WORKERS, AND PROJECT DIRECTORS OF COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) AND VOCATIONAL PROGRAMS AT THE LOCAL, STATE, AND FEDERAL LEVELS. FINDINGS LED TO 16 MAJOR CONCLUSIONS INCLUDING (1) THE RURAL IMPACT PROGRAM THAT WAS CONDUCTED THROUGHOUT THE STATE OF TEXAS DEMONSTRATED THAT CETA AND VOCATIONAL FUNDS CAN BE COMBINED FOR THE PURPOSE OF IMPLEMENTING A BROAD COMPREHENSIVE PROGRAM FOR THE DISADVANTAGED AND (2) ADULT CLASSES CAN BE TAUGHT IN PUBLIC SCHOOLS DURING REGULAR SCHOOL HOURS, BUT AN EXTENSIVE EDUCATIONAL PROGRAM FOR THE GENERAL PUBLIC WILL BE REQUIRED. (RECOMMENDATIONS ARE MADE REGARDING STATE AND FEDERAL LEGAL AND ADMINISTRATIVE PROCEDURES WHICH WOULD FACILITATE COORDINATION AND COOPERATION. THE APPENDIX COMPRISES ABOUT ONE-HALF OF THIS REPORT AND INCLUDES THE QUESTIONNAIRES, SUMMARY OF DELPHI OBSERVATIONS, AND A COMMUNITY SERVICES DIRECTORY ON VOCATIONAL AND CETA COORDINATION PROCEDURES.) (EM)
ERIC: ED140097

6934 TO DEVELOP WORK EVALUATION AND WORK TRAINING TECHNIQUES DESIGNED TO FACILITATE THE ENTRY OF MILDLY MENTALLY RETARDED INTO SERVICE OCCUPATIONS. FINAL PROJECT REPORT. 31 AUG 65
HALL, DAVID;AND OTHERS
INSTITUTE FOR THE CRIPPLED AND DISABLED, NEW YORK. VOCATIONAL REHABILITATION ADMINISTRATION (DHEW), WASHINGTON, D.C.
GRANT NO. RD-1589-P65
NOTES: 39P.
CURRICULUM DESIGN, CUSTODIAN TRAINING, EDUCABLE MENTALLY HANDICAPPED, EXCEPTIONAL CHILD RESEARCH, FOOD SERVICE WORKERS, HEALTH SERVICES, JOB ANALYSIS, JOB SKILLS, JOB TRAINING, MENTALLY HANDICAPPED, OCCUPATIONAL SURVEYS, ON THE JOB TRAINING, PROGRAM DESIGN, PROGRAM PLANNING, RATING SCALES, SERVICE OCCUPATIONS, SERVICE WORKERS, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, TOWER SYSTEM
A PROJECT TO DEVELOP A SYSTEM OF VOCATIONAL EVALUATION AND TRAINING TO HELP THE MILDLY MENTALLY RETARDED (IQ 50 TO 79) ENTER CERTAIN SERVICE OCCUPATIONS IS DESCRIBED. METHODS OF PROCEDURE ARE DISCUSSED; THESE INCLUDE RESEARCH READING AND SURVEYS OF BOTH FACILITIES FOR THE RETARDED AND COMMERCIAL FACILITIES. SPECIFICATIONS OF JOBS ARE PRESENTED IN ANALYSIS CHARTS; BASIC JOB FACTORS AND RELATED WORK FACTORS ARE OUTLINED. JOB ACTIVITIES AND A TRAINING CURRICULUM OUTLINE ARE GIVEN FOR THE AREAS OF JANITORIAL AND BUILDING MAINTENANCE, FOOD SERVICE AND HANDLING, AND HOSPITAL SERVICE WORK. ADDITIONAL DISCUSSIONS ARE OF ON-THE-JOB EXPERIENCE, AND RECOMMENDATIONS FOR THE DEMONSTRATION PROJECT INCLUDING THE PROJECT STAFF, CLIENT SOURCE, PROGRAM SCHEDULE, AND AN OUTLINE OF THE PROPOSED DEMONSTRATION PROJECT. ELEVEN EXHIBITS ARE PRESENTED GIVING FURTHER INFORMATION ON THE JOB SURVEY AND ON JOB EVALUATION; A BIBLIOGRAPHY LISTS 32 ITEMS. (LE)
ERIC: ED026769

6935 TO EXPAND AND MAKE PERMANENT THE YOUTH CONSERVATION CORPS. HEARING BEFORE THE COMMITTEE ON INTERIOR AND INSULAR AFFAIRS (U.S. SENATE, 93RD CONGRESS, 1ST SESSION ON S. 1871, JULY 25, 1973). 25 JUL 73
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON INTERIOR AND INSULAR AFFAIRS.
NOTES: 96P.
CONSERVATION EDUCATION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, LEGISLATION, LEGISLATORS, YOUTH AGENCIES, YOUTH EMPLOYMENT, YOUTH PROGRAMS, SENATE HEARINGS
THIS DOCUMENT CONTAINS STATEMENTS AND CORRESPONDENCE ADDRESSED TO A SENATE HEARING ON THE COMMITTEE ON INTERIOR AND INSULAR AFFAIRS CHAIRED BY SENATOR HENRY M. JACKSON. THIS HEARING CONCERNED A BILL TO AMEND THE YOUTH CONSERVATION CORPS ACT OF 1972 (PUBLIC LAW 92-597, 86 STAT. 1319) TO EXPAND AND MAKE PERMANENT THE YOUTH CONSERVATION CORPS. THE ORIGINAL YOUTH CONSERVATION CORPS PROVIDED 6,000 YOUTH DURING 1970-1972 WITH SUMMER JOBS. BASED UPON THE SUCCESS OF THE PROGRAM, A BILL TO MAKE THE CORPS A PERMANENT ORGANIZATION WAS CONSIDERED BY THIS SENATE COMMITTEE. (KP)
ERIC: ED085488

4906 TO HOUSE THE MIGRANT. 72

MILLER, PAUL F.

STATE UNIV. OF NEW YORK, GENESCO. CENTER FOR MIGRANT STUDIES.

NOTES: 105P.

HEALTH FACILITIES, JOB TRAINING, LABOR CAMPS, LABOR FORCE, LABOR SUPPLY, LABOR TURNOVER, LOW RENT HOUSING, MIGRANT HEALTH SERVICES, MIGRANT HOUSING, MIGRANT WELFARE SERVICES, MIGRANT WORKERS, OCCUPATIONAL MOBILITY, OCCUPATIONAL SURVEYS, PLANNED COMMUNITY, PROGRAM DEVELOPMENT, STATE PROGRAMS, STATE SURVEYS, NEW YORK STATE

COMMISSIONED BY THE NEW YORK STATE CENTER FOR MIGRANT STUDIES TO DEVELOP A REPORT ON IMPROVEMENT IN THE LIVING ENVIRONMENT OF MIGRANT WORKERS DURING THEIR SOJOURN WITHIN NEW YORK STATE, THE AUTHOR DRAWS HIS CONCLUSIONS FROM SUCH INFORMATION SOURCES AS INTERVIEWS WITH MIGRANTS, GROWERS, AND STATE AND NATIONAL OFFICIALS: PERSONAL LABOR CAMP VISITS: AND PRINTED MATERIALS. ALTHOUGH THE AUTHORS EXPERTISE IS MAINLY IN THE FIELD OF HOUSING, THIS FINAL REPORT WAS CRITIQUED BY INDIVIDUALS KNOWLEDGEABLE ABOUT NEW YORKS MIGRANTS AND THEIR PROBLEMS. SINCE IT IS CONCLUDED THAT THE BEST WAY TO IMPROVE THE ENVIRONMENT FOR THE MIGRANT IS FOR THE MIGRANT TO DROP OUT OF THE MIGRATORY STREAM, DEVELOPMENT OF A NEW YORK STATE ALTERNATE AGRICULTURAL LABOR FORCE IS SUGGESTED. ALSO RECOMMENDED IS THE ESTABLISHMENT OF A RURAL DEVELOPMENT CORPORATION (AS A COROLLARY TO THE EXISTING STATE URBAN DEVELOPMENT CORPORATION) TO PROVIDE GROWERS, MIGRANTS, NONPROFIT GROUPS, AND LOCAL GOVERNMENTS TECHNICAL AND FINANCIAL ASSISTANCE FOR RURAL NEEDS IN THE AREAS OF ENVIRONMENTAL IMPROVEMENT AND LOW-INCOME HOUSING (INCLUDING MIGRANT HOUSING). AMONG THE 8 MAJOR RECOMMENDATIONS, IT IS FURTHER NOTED THAT GREATER EMPHASIS SHOULD BE PLACED ON JOB TRAINING PROGRAMS BOTH IN NEW YORK STATE AND IN THE MIGRANT HOME AREAS TO AID TRANSITION FROM MIGRANCY TO A SEDENTARY LIFE-STYLE. INCLUDED IN THE REPORT IN ADDITION TO DISCUSSIONS OF THE PROBLEM, THE FORCES OF CHANGE, AND A PROGRAM OF HOUSING ARE FINDINGS AND RECOMMENDATIONS, 10 REFERENCES, A 57-ITEM BIBLIOGRAPHY, AN APPENDIX INTERPRETING A SPECIAL 1968 SURVEY OF FARM CAMPS, 6 TABLES, 3 MAPS, AND 2 GRAPHS. (MJB)

ERIC: ED063055 NEW YORK STATE MIGRANT CENTER, STATE UNIVERSITY COLLEGE OF ARTS AND SCIENCE, GENESEO, NEW YORK 14454 ($1.00)

4907 TO IMPROVE LEARNING AN EVALUATION OF INSTRUCTIONAL TECHNOLOGY, VOLUME II. PART THREE, INSTRUCTIONAL TECHNOLOGY THEORIES AND GENERAL APPLICATIONS. PART FOUR INSTRUCTIONAL TECHNOLOGY PRACTICAL CONSIDERATIONS. PART FIVE INSTRUCTIONAL TECHNOLOGY IMPLICATIONS FOR BUSINESS AND INDUSTRY. PART SIX INSTRUCTIONAL TECHNOLOGY ECONOMIC EVALUATIONS. APR 71

TICKTON, SIDNEY G., ED.

ACADEMY FOR EDUCATIONAL DEVELOPMENT, INC., WASHINGTON, D.C.

NOTES: 1,095P.: SEE ALSO VOLUME I, ED 043 240

ADMINISTRATION, ADMINISTRATIVE ORGANIZATION, BOOKS, BUDGETING, BUSINESS, COST EFFECTIVENESS, CURRICULUM DEVELOPMENT, DISADVANTAGED GROUPS, EDUCATIONAL NEEDS, EDUCATIONAL PHILOSOPHY, EDUCATIONAL PLANNING, EDUCATIONAL PRACTICE, EDUCATIONAL TECHNOLOGY, EVALUATION, INDUSTRY, INNOVATION, INSTRUCTIONAL MEDIA, INSTRUCTIONAL TECHNOLOGY, MEASUREMENT, MEDIA TECHNOLOGY, RESOURCE ALLOCATIONS, SYSTEMS ANALYSIS, TEACHING, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL EDUCATION, COMMISSION ON INSTRUCTIONAL TECHNOLOGY

STERLING M. MCMURRIN, CHAIRMAN OF THE COMMISSION ON INSTRUCTIONAL TECHNOLOGY, INTRODUCES THIS VOLUME WITH A DESCRIPTION OF THE COMMISSIONS WORK TO DATE AND A DISCUSSION OF THE RELATIONSHIP OF TECHNOLOGY TO EDUCATION. THE FOLLOWING 91 PAPERS COMPRISE THE REMAINDER OF THE STATE-OF-THE-ART PAPERS SUBMITTED AS WORKING PAPERS TO THE COMMISSION. FOR THE TEXT OF THE COMMISSION REPORT AND THE FIRST SECTION OF PAPERS REFER TO ED 043 240. THE FIRST 30 PAPERS IN THE VOLUME PRESENT GENERAL THEORIES OF INSTRUCTIONAL TECHNOLOGY AND SUGGEST BROAD APPLICATIONS OF TECHNOLOGICAL CONCEPTS TO EDUCATION. THE AUTHORS APPROACH THE SUBJECT FROM SUCH DISCIPLINES AS SYSTEMS ANALYSIS, COMMUNICATIONS, BEHAVIORAL SCIENCE, AND PHILOSOPHY. THE IMPACT OF INSTRUCTIONAL TECHNOLOGY ON SUCH AREAS OF EDUCATION AS THE TEACHING PROFESSION, SCHOOL ADMINISTRATION, THE FUTURE OF BOOKS, DISADVANTAGED STUDENTS, MEASUREMENT AND EVALUATION TECHNIQUES, AND VOCATIONAL EDUCATION IS EXAMINED IN A GROUP OF 43 PAPERS. THE NEXT 10 PAPERS REPRESENT ATTEMPTS TO DISCERN THE IMPLICATION OF INSTRUCTIONAL TECHNOLOGY FOR BUSINESS AND INDUSTRY. FINALLY, THE EFFECT OF COST-BENEFIT ANALYSIS ON BUDGETING FOR INSTRUCTIONAL TECHNOLOGY IS EXAMINED IN THE LAST GROUP OF PAPERS. A SUBJECT INDEX IS PROVIDED. (JY)

ERIC: ED049621 R. R. BOWKER CO., 1180 AVENUE OF THE AMERICAS, NEW YORK, N.Y. 10036 ($22.35)

4908 TOMATO PEELER (CAN. + PRESERV.) 529.887 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 56

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 6P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TOMATO PEELER

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)
4908 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060116

4909 TOMORROWS JOBS JAN 72
TODAYS EDUCATION:61:1:44-5
CAREERS, DEMAND OCCUPATIONS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, OCCUPATIONAL OUTLOOK HANDBOOK
SYNOPSIS OF DEPARTMENT OF LABOR PROJECTIONS FOR COMING DECADE SHOWS CONTINUING GROWTH IN PROFESSIONAL, SERVICE, CLERICAL, SALES EMPLOYMENT, SLOWER GROWTH RATE FOR CRAFTSMEN, MECHANICS, MANAGERS AND PROPRIETORS WITH RELATIVELY SAME DEMAND FOR SEMI-SKILLED, LABORERS AND FARMERS. BY 1980 LABOR FORCE AND JOB SEEKERS WILL INCREASE APPROXIMATELY 17 PERCENT. (PD)
ERIC: EJ049271

4910 TOMORROWS JOBS ARE COMING OF AGE MAR 77
CADMAN, ANNE B.:STEVENSON, GLORIA
WORKLIFE:2:3:8-13
OLDER ADULTS, EMPLOYMENT OPPORTUNITIES, NURSING HOMES, PERSONAL CARE HOMES, HEALTH SERVICES, POPULATION GROWTH, CAREER OPPORTUNITIES, EMPLOYMENT TRENDS, HEALTH PERSONNEL, EDUCATIONAL PROGRAMS, UNITED STATES
DISCUSSES THE RISE IN POPULATION OF AMERICANS OVER THE AGE OF 65, JOB OPPORTUNITIES AVAILABLE OR BECOMING AVAILABLE IN HEALTH SERVICES AREAS CONCERNED WITH OLDER ADULTS, AND VARIOUS TRAINING PROGRAMS (FEDERAL AND STATE) RELATED TO WORKING WITH OLDER ADULTS. (SH)
ERIC: EJ156649

4911 TOOL-AND-DIE MAKER (MACH. SHOP) 601.280--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TOOL AND DIE MAKERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063398

4912 TOOLING UP TO TRAIN 2,400 METALWORKERS FEB 76
KAIB, TOM
WORKLIFE:1:2:33-5
EMPLOYMENT OPPORTUNITIES, METAL WORKING OCCUPATIONS, TRADE AND INDUSTRIAL EDUCATION, JOB TRAINING, DISADVANTAGED GROUPS, TRAINEES, ON THE JOB TRAINING, TRAINING TECHNIQUES, TOOL AND DIE MAKERS
ERIC: EJ132216

4913 TOPICS IN JEWISH-AMERICAN HERITAGE A STUDY AND CURRICULUM OUTLINE. 75
BECKER, EVELYN:AND OTHERS
UNITED FEDERATION OF TEACHERS, NEW YORK, N.Y.
NOTES: 131P.
CULTURAL AWARENESS, CULTURAL DIFFERENCES, CURRICULUM DEVELOPMENT, ETHNIC STUDIES, IMMIGRANTS, INSTRUCTIONAL MATERIALS, JEWS, LABOR EDUCATION, LEARNING ACTIVITIES, MINORITY GROUPS, SECONDARY EDUCATION, SOCIAL STUDIES, SUPPLEMENTARY READING MATERIALS, TEACHING TECHNIQUES
IN THIS AGE OF ETHNIC AWARENESS, THE UNITED FEDERATION OF TEACHERS HAS CREATED THIS PUBLICATION TO HELP TEACHERS ENLIGHTEN SECONDARY STUDENTS ON THE CONTRIBUTIONS OF JEWISH AMERICANS. THE BOOK STRESSES THE ACCOMPLISHMENT OF AMERICAN JEWS IN THE CONTEXT OF A BROADER UNDERSTANDING OF THE NATURE OF ETHNICITY. DESIGNED TO SUPPLEMENT EXISTING SOCIAL STUDIES CURRICULA, THE BOOK CAN ALSO BE USED IN COMBINATION WITH SIMILAR UNITS ON OTHER MINORITY GROUPS. THREE MAJOR AREAS ARE EXAMINED (1) JEWISH MIGRATION TO AMERICA: (2) THE DEVELOPMENT OF THE JEWISH COMMUNITY IN NEW YORK: AND (3) JEWS IN THE AMERICAN LABOR MOVEMENT. EACH SECTION CONTAINS AN INTRODUCTION, GOALS OF THE UNIT, AN ILLUSTRATED NARRATIVE, AND STUDY QUESTIONS AND ACTIVITIES. A GLOSSARY AND A SELECTED BIBLIOGRAPHY

(CONT.)
4913 CONCLUDE THE DOCUMENT. (AUTHOR/JR)
ERIC: ED113235 UNITED FEDERATION OF TEACHERS, BOX TJAH, 260 PARK AVENUE SOUTH, NEW YORK, NEW YORK 10010 ($5.00)

4914 TOSS: AN AEROSPACE SYSTEM THATS GO FOR MANPOWER PLANNING 1977
SYLVIA, R.A.
PERSONNEL, VOL.54, NO.1, JAN-FEB 1977, P. 56-64.
AEROSPACE INDUSTRY, COMPUTER PROGRAMS, COMPUTER SERVICES, DECISION MAKING, MANAGEMENT, PLANNING, RESOURCE ALLOCATION
DESCRIBES AND GIVES EXAMPLES OF THE USE OF MARTIN MARIETTAS AEROSPACE DIVISIONS TECHNICAL OPERATIONS SPECIAL SYSTEM, TOSS, A COMPUTER SYSTEM DESIGNED FOR QUICK IN-DEPTH RESPONSES TO MANAGEMENT INFORMATION NEEDS FOR RESOURCE MANAGEMENT.
MGMT: PER77A0056

4915 TOTAL COMMITMENT TO THE HARDCORE UNEMPLOYED 69 OCT
BLAKE, DUANE L.;MASTERSON, BERT
AMER VOCAT J;44;7;23 74
BUSINESS RESPONSIBILITY, COUNSELING, ECONOMICALLY DISADVANTAGED, INSERVICE PROGRAMS, JOB PLACEMENT, SCHOOL INDUSTRY RELATIONSHIP, UNEMPLOYED, VOCATIONAL EDUCATION, NATIONAL ALLIANCE OF BUSINESSMEN
ERIC: EJ009095

4916 TOTAL HUMAN RESOURCES DEVELOPMENT AT ATT 1977
SUTTON, E.S.
TRAINING AND DEVELOPMENT JOURNAL, JAN 1977, P. 4-5.
HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, PERSONNEL MANAGEMENT, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT
THE BELL SYSTEM EMPLOYS SO MANY PEOPLE AND THE NATURE OF ITS JOBS CHANGE SO OFTEN BECAUSE OF TECHNOLOGICAL ADVANCES THAT TRAINING IS A MASSIVE AND ONGOING CORPORATE FUNCTION. THE SIZE AND COMPLEXITY OF THE ORGANIZATION ALLOWS EMPLOYEES TO PURSUE A WIDE VARIETY OF CAREER GOALS.
MGMT: TDJ77A0004

4917 THE TOTAL IMPACT OF MANPOWER PROGRAMS A FOUR-CITY CASE STUDY. VOLUME II--FINAL REPORT. 1 AUG 71
OLYMPUS RESEARCH CORP., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 324P.
ADULT VOCATIONAL EDUCATION, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAM, FOLLOWUP STUDIES, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, BOSTON, CEP, CONCENTRATED EMPLOYMENT PROGRAMS, DENVER, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAM, MDTA, SAN FRANCISCO, WIN, WORK INCENTIVE PROGRAM
BASED ON FOLLOWUP INTERVIEWS WITH 1700 PARTICIPANTS, THIS STUDY IS AN EVALUATION OF FEDERAL MANPOWER PROGRAMS IN BOSTON, DENVER, AND SAN FRANCISCO-OAKLAND. INCLUDED ARE MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, WORK INCENTIVE PROGRAMS, AND CONCENTRATED EMPLOYMENT PROGRAM FROM LATE 1969 TO EARLY 1970. PROGRAM IMPACT ON ENROLLEES, EMPLOYERS, AND THE COMMUNITY IS CONSIDERED, WITH EMPHASIS ON COORDINATION AND INTERACTION BETWEEN PROGRAMS, AGENCIES, AND SERVICES. A SUMMARY OF THIS FINAL REPORT IS AVAILABLE FROM THE SOURCE LISTED ABOVE. (BH)
ERIC: ED063454 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 202 930; SUMMARY PB 202 929; MF $.95, SEE CATALOG FOR HARDCOPY PRICE)

4918 A TOUCH OF BRITISH REALISM 1977
FORBES, VOL.119, NO.8, APRIL 15, 1977, P. 32.
EXPANSION, INDUSTRIAL RELATIONS, MANAGEMENT, MOTIVATION, PRODUCTION, RETIREMENT, TECHNOLOGICAL CHANGE, UNIONS, WAGES
A UNITED BISCUITS PLAN TO TEMPER THE UNION-MANAGEMENT CONFLICT CONFRONTS THE DELICATE ISSUE OF JOB SECURITY. EMPLOYEES TRADE OFF WAGE INCREASES, WHILE MANAGEMENT INVESTMENTS CREATE JOBS THAT GUARANTEE EMPLOYMENT FOR LIFE.
MGMT: FBR7701532

4919 TOWARD A BALANCE SHEET OF PUERTO RICAN MIGRATION. 66
SENIOR, CLARENCE ;WATKINS, DONALD O.
NOTES: 106P.
ANNOTATED BIBLIOGRAPHIES, DATA, FAMILY STRUCTURE, IMMIGRANTS, LABOR FORCE, MIGRANT YOUTH, MIGRATION, MIGRATION PATTERNS, POPULATION TRENDS, PUERTO RICANS, RURAL AREAS, STUDENTS, UNEMPLOYMENT, URBAN AREAS, URBAN IMMIGRATION, NEW YORK CITY, PUERTO RICO, SAN JUAN, UNITED STATES
PATTERNS OF MIGRATION WITHIN PUERTO RICO AND TO AND FROM THE UNITED STATES ARE EXAMINED IN DEPTH IN THIS DISCUSSION. SUCH PROBLEMS AS THE HIGH MOBILITY OF PUERTO RICAN SCHOOL CHILDREN IN THE UNITED STATES (NEW YORK CITY ESPECIALLY) AND PUERTO RICAN EMPLOYMENT PATTERNS ARE ELABORATED ON IN THE DISCUSSION, AND DATA ON THE SELECTIVITY PROCESS IN MIGRATION IS PRESENTED. IT IS FELT THAT MIGRATING OFFERS THE PUERTO RICAN AND HIS FAMILY MORE ECONOMIC AND SOCIAL OPPORTUNITIES THAN THEY HAD PREVIOUSLY. MOREOVER THERE ARE GAINS FOR THE AREA MIGRATED TO AS WELL AS FOR THE AREA FROM WHICH THE MIGRANT HAS DEPARTED BECAUSE OF A REDISTRIBUTION OF MANPOWER ACCORDING TO SUPPLY AND DEMAND. A CRITICALLY ANNOTATED BIBLIOGRAPHY OF BOOKS, ESSAYS, REPORTS, SPEECHES, AND SURVEYS FOLLOWS THIS DISCUSSION. THIS ARTICLE IS PUBLISHED IN STATUS OF PUERTO RICO--, SELECTED

(CONT.)

4919 BACKGROUND STUDIES, FOR THE UNITED STATES-PUERTO RICO COMMISSION ON THE STATUS OF PUERTO RICO, WASHINGTON, D.C., U.S. GOVERNMENT PRINTING OFFICE, 1966. (L3)
ERIC: ED016720

4920 TOWARD A CAREER LADDER IN NURSING UPGRADING NURSES AIDES TO LPNS THROUGH A WORK-STUDY PROGRAM. FINAL PROGRESS REPORT.   70
MEDICAL AND HEALTH RESEARCH ASSOCIATION OF NEW YORK CITY, INC., N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: SEP.; REPORT COVERS APRIL 1967 - MAY 1970
CAREER LADDERS, DEMONSTRATION PROJECTS, IMPROVEMENT PROGRAMS, MANPOWER DEVELOPMENT, NURSES AIDES, OCCUPATIONAL MOBILITY, PRACTICAL NURSES, PROMOTION (OCCUPATIONAL), WORK STUDY PROGRAMS
TO ARRANGE A PROGRAM THAT WOULD ENABLE NURSES AIDES TO UNDERTAKE LICENSED PRACTICAL NURSE (LPN) TRAINING WITHOUT FINANCIAL SACRIFICE, A 3-YEAR EXPERIMENTAL AND DEMONSTRATION PROJECT, FUNDED BY THE MANPOWER ADMINISTRATION, WAS CONDUCTED IN NEW YORK CITY BETWEEN OCTOBER 1967 AND SEPTEMBER 1969. THROUGH A WORK-STUDY ARRANGEMENT, 422 NURSES AIDES IN THE MUNICIPAL HOSPITAL SYSTEM COMPLETED A 14-MONTH LPN TRAINING COURSE, DIVIDING THEIR TIME BETWEEN SHIFTS AT THEIR HOSPITALS (20 HOURS A WEEK) AND CLASSROOM OR CLINICAL TRAINING AT CENTRAL LOCATIONS THROUGHOUT THE CITY (25 HOURS A WEEK). THE PROJECT WAS CONSIDERED A SUCCESS WHEN 385 GRADUATES (91 PERCENT) WERE LICENSED AS LPNS AFTER PASSING THE NEW YORK STATE LICENSING EXAMINATION AND RETURNING TO THEIR HOSPITALS WHERE THEY ASSUMED THE DUTIES OF LPNS. SOME RECOMMENDATIONS WERE (1) ALL NURSES AIDES SHOULD BE PROCESSED AS POTENTIAL CANDIDATES FOR UPGRADING; (2) A REMEDIAL ACADEMIC SKILL CENTER SHOULD BE ESTABLISHED TO ENCOURAGE HOSPITAL STAFF TO IMPROVE THEIR BASIC SKILLS; AND (3) COUNSELING AND OTHER SUPPORTIVE SERVICES SHOULD BE CONTINUED AT THE TRAINING SITE. THE REPORT ALSO DESCRIBES THE ORGANIZATION AND COSTS OF THE PROJECT, THE TRAINING PROGRAM, AND WAYS TO IMPROVE FUTURE PROGRAMS. (SB)
ERIC: ED049453

4921 TOWARD A PSYCHOLOGICAL TAXONOMY OF WORK   OCT 75
DAWIS, RENE V.;LOFQUIST, LLOYD H.
JOURNAL OF VOCATIONAL BEHAVIOR;7;2;165-170
OCCUPATIONS, VOCATIONAL COUNSELING, WORK ATTITUDES, TAXONOMY, OCCUPATIONAL CLUSTERS, CAREER CHOICE, OCCUPATIONAL GUIDANCE, STATE OF THE ART REVIEWS, CLASSIFICATION, THEORY OF WORK ADJUSTMENT
A NEW APPROACH TO THE CONSTRUCTION OF A PSYCHOLOGICAL TAXONOMY OF WORK IS PRESENTED. BASED ON THE THEORY OF WORK ADJUSTMENT, OCCUPATIONAL APTITUDE PATTERNS AND OCCUPATIONAL REINFORCER-PATTERN CLUSTERS ARE CROSS-CLASSIFIED TO DEVELOP PSYCHOLOGICALLY HOMOGENEOUS GROUPS OF OCCUPATIONS (TAXONS). (AUTHOR)
ERIC: EJ125659

4922 TOWARD A THEORY OF CORPORATE SOCIAL ACCOUNTING   1976
RAMANATHAN, K.V.
ACCOUNTING REVIEW, VOL.51, NO.3, JULY 1976, P. 516-528. BIBLIOG. 24
ACCOUNTING STANDARDS, CORPORATE BEHAVIOR, CORPORATE SOCIAL RESPONSIBILITY, COST EFFECTIVENESS, DECISION MAKING, DISCLOSURE, EQUAL EMPLOYMENT OPPORTUNITY, FINANCIAL REPORT, GOALS AND OBJECTIVES, MANAGEMENT, MINORITIES, PERFORMANCE, PRIVATE ENTERPRISE, PUBLIC ADMINISTRATION, PUBLIC WELFARE, RESOURCE ALLOCATION, SEC, SOCIAL AUDIT, SOCIAL ISSUES, VALUATION
DEVELOPS A THEORETICAL FRAMEWORK CONSISTING OF A PROPOSED SET OF SOCIAL ACCOUNTING OBJECTIVES AND CONCEPTS IN THE BELIEF THAT AN ACCEPTABLE FRAMEWORK OF OBJECTIVES IS FUNDAMENTAL TO THE DEVELOPMENT OF SOCIAL ACCOUNTING. THE PROBLEM OF DEVELOPING RELEVANT SOCIAL PERFORMANCE LEVELS AT THE MICRO AND MACRO LEVELS IS DISCUSSED.
MGMT: ACR76G0516

4923 TOWARD ECONOMIC DEVELOPMENT FOR NATIVE AMERICAN COMMUNITIES. A COMPENDIUM OF PAPERS SUBMITTED TO THE SUBCOMMITTEE ON ECONOMY IN GOVERNMENT OF THE JOINT ECONOMIC COMMITTEE, CONGRESS OF THE UNITED STATES (91ST CONGRESS, 1ST SESSION). VOLUME 1, PART I DEVELOPMENT PROSPECTS AND PROBLEMS.   69
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 341P.
AMERICAN INDIANS, COMMUNITY DEVELOPMENT, CULTURAL FACTORS, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, HOUSING, IMPROVEMENT PROGRAMS, INFORMATION SEEKING, RESEARCH NEEDS, RURAL AREAS
VOLUME I, DEVELOPMENT PROSPECTS AND PROBLEMS, IS PART OF A 2-VOLUME COMPENDIUM OF STUDY PAPERS INTENDED TO SERVE AS A RESOURCE DOCUMENT FOR MEMBERS OF THE JOINT ECONOMIC COMMITTEE, OTHER MEMBERS OF CONGRESS, AND THOSE WHO ARE CONCERNED WITH FORMULATING AND EXECUTING EFFECTIVE POLICIES OF ECONOMIC DEVELOPMENT FOR AMERICAN INDIAN AND ALASKAN NATIVE COMMUNITIES. THE STUDY ADDRESSES ITSELF TO THE SERIOUS PROBLEMS OF POVERTY AND ECONOMIC INSECURITY FOUND IN NATIVE AMERICAN COMMUNITIES AND TO THE APPARENT INABILITY OF THE FEDERAL GOVERNMENT TO PROVIDE EFFECTIVE ASSISTANCE IN IMPROVING THE ECONOMIC SITUATIONS OF AMERICAN INDIAN AND ALASKAN NATIVE GROUPS. THE COMPENDIUM CONTAINS PAPERS BY INVITED INDIVIDUAL EXPERTS, STATEMENTS BY FEDERAL AGENCIES, AND STATEMENTS BY NATIVE ORGANIZATIONS. THIS DOCUMENT, PART I OF THE STUDY, CONTAINS A DISCUSSION OF DEFICIENCIES OF CURRENT STATISTICAL DATA ON THE AMERICAN INDIAN, ALONG WITH 16 STUDIES WHICH SUMMARIZE ECONOMIC CONDITIONS AMONG THE INDIANS, THE FRUSTRATIONS AND FAILURES OF ASSISTANCE EFFORTS, THE MIXED RESULTS OF INITIATIVES UNDERTAKEN SINCE 1963, AND THE HISTORY OF INDIAN ATTITUDES TOWARD FEDERAL ASSISTANCE. ALSO INCLUDED IN PART I ARE

(CONT.)
4923 RECOMMENDATIONS FOR THE FUTURE DIRECTION OF FEDERAL POLICY. A RELATED DOCUMENT IS RC 005 588. (LS)
ERIC: ED055584 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.25)

4924 TOWARD ECONOMIC DEVELOPMENT FOR NATIVE AMERICAN COMMUNITIES. A COMPENDIUM OF PAPERS SUBMITTED TO THE SUBCOMMITTEE ON ECONOMY IN GOVERNMENT OF THE JOINT ECONOMIC COMMITTEE, CONGRESS OF THE UNITED STATES (91ST CONGRESS, 1ST SESSION). VOLUME 2, PART II DEVELOPMENT PROGRAMS AND PLANS: PART III THE RESOURCE BASE. 69
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 239P.
AMERICAN INDIANS, COMMUNITY DEVELOPMENT, CULTURAL FACTORS, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FINANCIAL SUPPORT, HOUSING, IMPROVEMENT PROGRAMS, INFORMATION SEEKING, NATURAL RESOURCES, RURAL AREAS
VOLUME 2, DEVELOPMENT PROGRAMS AND PLANS AND THE RESOURCE BASE, IS PART OF A 2-VOLUME COMPENDIUM OF STUDY PAPERS INTENDED TO SERVE AS A RESOURCE DOCUMENT FOR MEMBERS OF THE JOINT ECONOMIC COMMITTEE, OTHER MEMBERS OF CONGRESS, AND THOSE WHO ARE CONCERNED WITH FORMULATING AND EXECUTING EFFECTIVE POLICIES OF ECONOMIC DEVELOPMENT FOR AMERICAN INDIAN AND ALASKAN NATIVE COMMUNITIES. THE STUDY ADDRESSES ITSELF TO THE SERIOUS PROBLEMS OF POVERTY AND ECONOMIC INSECURITY FOUND IN NATIVE AMERICAN COMMUNITIES AND TO THE APPARENT INABILITY OF THE FEDERAL GOVERNMENT TO PROVIDE EFFECTIVE ASSISTANCE IN IMPROVING THE ECONOMIC SITUATIONS OF AMERICAN INDIANS AND ALASKAN NATIVE GROUPS. THE COMPENDIUM CONTAINS PAPERS BY INVITED INDIVIDUAL EXPERTS, STATEMENTS BY FEDERAL AGENCIES, AND STATEMENTS BY NATIVE ORGANIZATIONS. THIS DOCUMENT CONTAINS PARTS II AND III OF THE STUDY. PART II, WHICH CONTAINS STATEMENTS BY FEDERAL AGENCIES AND BY NATIVE ORGANIZATIONS, PROVIDES PROGRAM DESCRIPTIONS AS WELL AS VARIOUS VIEWS OF CURRENTLY UNMET NEEDS AND FUTURE DIRECTIONS. PART III DISCUSSES THE RESOURCE BASE AVAILABLE TO THE AMERICAN INDIAN. A RELATED DOCUMENT IS RC 005 587. (LS)
ERIC: ED055585 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.00)

4925 TOWARD ECONOMIC DEVELOPMENT OF THE CHICANO BARRIO ALTERNATIVE STRATEGIES AND THEIR IMPLICATIONS. 28 MAR 75
MATTA, BENJAMIN N., JR.
NOTES: 29P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE SOUTHWESTERN SOCIAL SCIENCE ASSOCIATION, SOUTHWESTERN ECONOMICS ASSOCIATION (SAN ANTONIO, TEXAS, MARCH 1975)
CAPITALISM, CHANGE STRATEGIES, COMMUNITY DEVELOPMENT, ECONOMIC DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, INDIVIDUAL POWER, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, OUTREACH PROGRAMS, SOCIOECONOMIC INFLUENCES, CHICANOS
MOST CHICANOS LIVE IN RELATIVELY WELL-DEFINED AREAS CALLED BARRIOS WITHIN URBAN AREAS. THESE BARRIOS ARE GROWING IN POPULATION DENSITY DUE TO SUCH LONG-TERM FORCES AS THE (1) DECLINING OPPORTUNITIES IN RURAL AREAS DUE TO THE GRADUAL LABOR DISPLACEMENT AND/OR THE BLEAK ECONOMIC PROSPECTS FACED BY THE SMALLER FARM IN THIS COUNTRY; (2) CONTINUING POPULATION INFLUX OF LEGAL OR ILLEGAL MEXICAN NATIONALS; AND (3) CONTINUING INTENSIVE PHYSICAL SEGREGATION AND RACISM WHICH KEEPS RESIDENTS OF CHICANO BARRIOS FROM MOVING OUT. THE MAJORITY OF THE CHICANO COMMUNITY DEPENDS ON ITS LABOR POWER FOR ITS ECONOMIC LIVELIHOOD. YET, IN APRIL 1970 THE UNEMPLOYMENT RATE WAS 6.1(FOR CHICANO MALES; ONLY 61.8 PERCENT OF THE MALE HOUSEHOLD HEADS AND 23.7 PERCENT OF THE FEMALE FAMILY HEADS WORKED FULL-TIME YEAR ROUND. THIS PAPER PRESENTS A DESCRIPTIVE ECONOMIC ANALYSIS THAT WILL BUILD ON WHAT ARE CONSIDERED MAJOR PREMISES AND CONCLUSIONS OF RESEARCH ON THE CHICANO COMMUNITY TO DATE. ALTERNATIVE MEANS AND IMPLICATIONS TOWARD ECONOMIC DEVELOPMENT OF THE BARRIO AS THEY HAVE APPEARED SINCE 1960 ARE DESCRIBED AND ASSESSED PRIVATE SECTOR-PUBLIC SECTOR COOPERATION; PROMOTION OF CHICANO CAPITALISM; REFORM OF THE ENTIRE MECHANISM OF PUBLIC GOODS PROVISIONS; COMMUNITY ECONOMIC SELF-DETERMINATION; AND TRICKLE DOWN APPROACH. (NQ)
ERIC: ED106041

4926 TOWARD ECONOMIC SECURITY FOR THE POOR. A REPORT TOGETHER WITH MINORITY VIEWS. OCT 68
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE SUBCOMMITTEE ON EMPLOYMENT, MANPOWER, AND POVERTY
NOTES: 39P.
LEGISLATION, POVERTY PROGRAMS, WELFARE SERVICES, CULTURALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, SKILL DEVELOPMENT, JOB PLACEMENT, FINANCIAL SUPPORT, OLDER ADULTS, FEDERAL PROGRAMS, STATE PROGRAMS, ACTION PROGRAMS (COMMUNITY), CONGRESSIONAL HEARINGS
A TOTAL OF 461 WITNESSES AND OVER 144 HOURS OF TESTIMONY WERE HEARD BY THE SUBCOMMITTEE ON EMPLOYMENT, MANPOWER, AND POVERTY ON THE SUCCESSES AND FAILURES OF THE WAR ON POVERTY. THE COMMITTEE EXAMINED WHO THE POOR WERE AND HOW EMPLOYMENT OPPORTUNITIES COULD BE CREATED. THEY ALSO CONSIDERED SKILL DEVELOPMENT AND JOB PLACEMENT, INCOME SUPPORT FOR THE ELDERLY AND FOR FAMILIES. ONE PART OF THIS REPORT CONCERNS ACTION STRATEGIES AND PLANNING AT THE FEDERAL, STATE, AND LOCAL LEVELS. THE APPENDIX INCLUDES INFORMATION ON WORK AND POVERTY, SOCIAL GEOGRAPHY OF POVERTY, FAMILY SIZE, AND LIMITATIONS OF THE ECONOMIC OPPORTUNITY ACT. (BC)
AIM/ARM: VT009608 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (Y4.L11/2P79, $.45).

4927 TOWARD EQUALITY THROUGH EMPLOYMENT SEP-OCT 74
LEKACHMAN, ROBERT
SOCIAL POLICY:5:3:6-11
PUBLIC POLICY, EQUAL OPPORTUNITIES (JOBS), UNEMPLOYMENT, EMPLOYMENT PROGRAMS, GOVERNMENT ROLE, GUARANTEED INCOME, EMPLOYMENT PROBLEMS, TAXES, INVESTMENT, EMPLOYMENT OPPORTUNITIES
AN INDICATION OF THE REARRANGEMENTS OF POWER, PRIVILEGE, INCOME AND WEALTH DISTRIBUTION THAT ARE NECESSARY FOR THE ESTABLISHMENT OF FULL EMPLOYMENT WITH PRICE STABILITY: INVOLVING POLICIES OF GUARANTEED PUBLIC SERVICE JOBS, INCOME MAINTENANCE, PRICES AND WAGES CONTROLS, A REDISTRIBUTIVE TAXATION SYSTEM, AND THE EVENTUAL SOCIALIZATION OF INVESTMENT. (EH)
ERIC: EJ108479

4928 TOWARD GREATER INDUSTRY AND GOVERNMENT INVOLVEMENT IN MANPOWER DEVELOPMENT. STAFF PAPER. SEP 69
BURT, SAMUEL M.;STRINER, HERBERT E.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 26P.
ECONOMICALLY DISADVANTAGED, EMPLOYER ATTITUDES, GOVERNMENT EMPLOYEES, GOVERNMENT ROLE, INDUSTRIAL TRAINING, INDUSTRY, JOB TRAINING, MANPOWER DEVELOPMENT, SCHOOL INDUSTRY RELATIONSHIP, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
IN RECENT YEARS THERE HAS BEEN A SIGNIFICANT INCREASE IN THE EFFORTS OF PRIVATE INDUSTRY TO EMPLOY AND TRAIN THE HARD-CORE UNEMPLOYED YOUTH AND ADULTS OF THIS NATION. THE TIME HAS COME, HOWEVER, FOR A CHANGE IN THE CONTINUING PATTERN OF EMPLOYERS ENGAGING IN EXPERIMENTAL AND DEMONSTRATION PROJECTS, EACH LEARNING ANEW WHAT OTHERS HAVE LEARNED ABOUT HIRING, TRAINING, PROMOTING, AND PROVIDING COMPENSATORY AND REMEDIAL SERVICES FOR THE HARD-CORE UNEMPLOYED. ASSISTANCE AND GUIDANCE MUST BE PROVIDED TO EMPLOYERS BY GOVERNMENT AGENCIES WHOSE STAFFS HAVE ACQUIRED KNOWLEDGE AND COMPETENCE IN THIS FIELD. GOVERNMENT AGENCIES MUST BEGIN TO VIEW THEMSELVES AS MAJOR EMPLOYERS AND TO PRACTICE WHAT THEY PREACH TO NONGOVERNMENT EMPLOYERS IN TERMS OF SEEKING OUT AND PROVIDING MEANINGFUL JOB OPPORTUNITIES TO THE UNEMPLOYED. A RECENT RULING BY THE CIVIL SERVICE COMMISSION AND THE DEPARTMENT OF LABOR ALLOWS MANPOWER DEVELOPMENT AND TRAINING ACT AND OTHER FEDERAL MANPOWER MONIES TO BE USED FOR REIMBURSING GOVERNMENT AGENCIES FOR HIRING AND TRAINING DISADVANTAGED INDIVIDUALS. BEYOND THESE REMEDIAL EFFORTS OF GOVERNMENT AND INDUSTRY, THERE MUST BE A MASSIVE JOINT UNDERTAKING TO ELIMINATE THOSE CONDITIONS IN THE COUNTRYS ELEMENTARY, SECONDARY, VOCATIONAL, AND HIGHER EDUCATION SCHOOLS WHICH PERMIT AN INDIVIDUAL TO BE DISADVANTAGED WHEN HE ENTERS THE LABOR MARKET. (ET)
ERIC: ED025679

4929 TOWARD MATCHING PERSONAL AND JOB CHARACTERISTICS SPR 75
DILLON, JON
OCCUPATIONAL OUTLOOK QUARTERLY:19:1:2-18
OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, CHARTS, OCCUPATIONAL CHOICE, DEGREE REQUIREMENTS, EMPLOYMENT QUALIFICATIONS, JOB SKILLS, SKILL ANALYSIS, PHYSICAL CHARACTERISTICS, PSYCHOLOGICAL CHARACTERISTICS
IN A CHART OFFERED AS AN EXPLORATORY TOOL TO HELP YOUNG PEOPLE AND THEIR COUNSELFORS PAIR PERSONAL TRAITS AND EDUCATIONAL QUALIFICATIONS WITH THOSE USUALLY ASSOCIATED WITH AN OCCUPATION OR GROUP OF OCCUPATIONS, 25 OCCUPATIONAL CHARACTERISTICS AND REQUIREMENTS ARE CROSS-MATCHED WITH SOME 280 JOBS. (AUTHOR/AJ)
ERIC: EJ113693

4930 THE TOWN BRITISH COLUMBIA WANTS TO SELL 1976
FROEHLICH, G.
BUSINESS WEEK, NO.2429, APRIL 16, 1976, P. 28A-D.
CANADA, CAPITAL INVESTMENTS, CONSUMER MOTIVATION, ECONOMICS, EXPORT, GOVERNMENT SPENDING, GOVERNMENTAL CONTROL, HOUSING, PAPER INDUSTRY, PROFIT PERFORMANCE, PUBLIC WELFARE, REAL ESTATE, UNEMPLOYMENT
OCEAN FALLS IN BRITISH COLUMBIA IS FOR SALE WITH ITS NEWSPRINT PLANT, BUT THE GOVERNMENT WHICH OWNS THE TOWN CANNOT FIND A BUYER. THE LACK OF MARKET FOR SALE MAY FORCE THE GOVERNMENT TO KEEP IT, AS A PLANT SHUTDOWN WOULD COST $3 IN WELFARE BENEFITS, PUT OVER 400 PEOPLE OUT OF WORK.
MGMT: BWE7602628

4931 TRADE UNION SPONSORED OCCUPATIONAL TRAINING IN THE U.S. MARITIME INDUSTRY THE UPGRADING AND RETRAINING PROGRAM OF THE NATIONAL MARITIME UNION. FINAL REPORT. JUN 71
SPRINTZER, ALLAN C.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 355P.
INDUSTRY, JOB SKILLS, LABOR UNIONS, MALES, SEAMEN, SKILL DEVELOPMENT, TRAINING TECHNIQUES, VOCATIONAL EDUCATION, YOUNG ADULTS, NATIONAL MARITIME UNION
FROM 1946 TO THE EARLY 1960S, AMERICAN SEAFARING UNIONS WERE GENERALLY OPPOSED TO THE OPERATION OF FORMAL MARITIME INDUSTRY TRAINING PROGRAMS. THIS VIEW WAS INFLUENCED BY A CHRONIC POSTWAR OVERSUPPLY OF SEAMEN AND A SECULAR DECLINE IN THE UNIONS SHIPPING INDUSTRY WHICH RESULTED IN UNDEREMPLOYMENT FOR UNION MEMBERS. AFTER 1960, TRADE UNION INTERESTS IN SKILL TRAINING INCREASED IN RESPONSE TO TECHNOLOGICAL CHANGES AND THE EMERGENCE OF SELECTED LABOR SHORTAGES. THIS STUDY EXAMINES OBJECTIVES, STRUCTURES, FUNCTIONS, AND RESULTS OF THE NATIONAL MARITIME UNIONS UPGRADING AND RETRAINING PROGRAM

(CONT.)
4931 DURING ITS FIRST 19 MONTHS OF OPERATION, FROM MAY 1966 THROUGH DECEMBER 1967. A DETAILED ANALYSIS OF AN 11.5(SAMPLE OF THE 1,305 MEN ACCEPTED FOR TRAINING IN THE SELECTED COURSES DURING THIS PERIOD SHOWED THAT OF THE PERCENT ENROLLED AS SCEDULES, ABOUT 85(OF THE ENROLLEES COMPLETED TRAINING, AND 83(OF THE COMPLETERS UTILIZED THEIR NEW SKILLS AT SEA. THIS STUDY EVALUATES THESE RESULTS AND ATTEMPTS TO ANALYZE THEIR DETERMINANTS. (AUTHOR)
ERIC: ED056277 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 126 MF $0.95, HC $6.00)

4932 TRADITIONAL AND INNOVATIVE CAREER PLANS OF TWO-YEAR COLLEGE WOMEN JAN 76
MOORE, KATHRYN MCDANIEL;VERES, HELEN C.
JOURNAL OF COLLEGE STUDENT PERSONNEL;17;1;34-38
COUNSELING, FEMALES, JUNIOR COLLEGES, CAREER CHOICE, OCCUPATIONAL ASPIRATION, COLLEGE STUDENTS, RESEARCH PROJECTS, ROLE PERCEPTION, SELF EVALUATION
DIFFERENCES BETWEEN WOMEN IN TWO-YEAR COLLEGES WHO ARE PLANNING TRADITIONAL AND INNOVATIVE CAREERS AND LIFESTYLES ARE DISCUSSED, WITH EMPHASIS ON THE IMPLICATIONS FOR COUNSELORS. EACH GROUP REVEALS UNIQUE PERCEPTIONS AND NEEDS AS STUDENTS AND AS WOMEN. COUNSELORS ARE URGED TO DEVELOP WAYS TO HELP BOTH GROUPS OF WOMEN STUDENTS. (AUTHOR)
ERIC: EJ139124

4933 TRADITIONAL AND PIONEER WORKING MOTHERS OCT 71
NAGELY, DONNA L.
JOURNAL OF VOCATIONAL BEHAVIOR;1;4;331-334
ATTITUDES, CAREER CHOICE, CAREERS, COLLEGE GRADUATES, MOTHER ATTITUDES, MOTHERS, OCCUPATIONAL CHOICE, WORKING WOMEN
THIS STUDY ATTEMPTED TO DISCRIMINATE BETWEEN COLLEGE EDUCATED WORKING MOTHERS WHO WERE EMPLOYED IN TRADITIONAL FEMALE OCCUPATIONS (TRADITIONALS) AND THOSE WHO HAD CAREERS IN MALE DOMINATED OCCUPATIONS (PIONEERS). PIONEERS WERE FOUND TO BE MORE CAREER COMMITTED THAN TRADITIONALS AND TO HAVE MORE SUCCESSFULLY INTEGRATED THE ROLES OF HOMEMAKER AND WORKER. (AUTHOR)
ERIC: EJ047784

4934 TRAFFIC DEVICE MAINTAINER (GOV. SER.) 969.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EQUIPMENT MAINTENANCE, EVALUATION CRITERIA, GOVERNMENT EMPLOYEES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRAFFIC CONTROL, GATB, GENERAL APTITUDE TEST BATTERY, TRAFFIC DEVICE MAINTAINER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069550

4935 TRAILER ASSEMBLER 7-02.335--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TRAILER ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTIONS: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065634

4936 TRAILER-TANK-TRUCK DRIVER (PETROL. REFIN; RET. TR.; WHOLE. TR.) 903.883; TRACTOR-TRAILER-TRUCK DRIVER (ANY IND.) 904.883--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TRUCK DRIVER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBES ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061329

4937 TRAIN PRACTICAL NURSES TO BECOME REGISTERED NURSES A SURVEY OF THE PN POINT OF VIEW JUN 68
GILPATRICK, ELEANOR
HEALTH SERVICES MOBILITY STUDY, NEW YORK.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.*CITY UNIV. OF NEW YORK. RESEARCH FOUNDATION.*NEW YORK CITY DEPT. OF HOSPITALS.*HUNTER COLL., NEW YORK.
CONTRACT NO. DL-92-34-69-34
NOTES: FINAL REPT. 129P
CAREER DEVELOPMENT, LICENSED PRACTICAL NURSES, ATTITUDE SURVEYS, MANPOWER REQUIREMENTS, NTISLABPEU
THIS REPORT DISCUSSES THE RESPONSES OF 2,361 LICENSED PRACTICAL NURSES (LPNS) WORKING IN NEW YORK CITY MUNICIPAL HOSPITALS. THE QUESTIONS POSED COVERED THEIR INTERESTS AND NEEDS WITH REGARD TO TRAINING TO BECOME REGISTERED NURSES (RNS). IT PROVIDES A BREAKDOWN OF RESPONSES BY DEMOGRAPHIC CHARACTERISTICS. THE DOCUMENT REPORTS THAT THERE IS MARKED EMPLOYEE INTEREST IN UPGRADING TRAINING AND A WILLINGNESS TO CONTRIBUTE TIME AND EFFORT FOR SUCH TRAINING AMONG LPNS. IT DISCUSSES HOW EDUCATIONAL INSTITUTIONS CAN COOPERATE TO SHORTEN TRAINING TIME THROUGH EXEMPTIONS, TRANSFER OF CREDIT, USE OF EQUIVALENCY TESTING AND REDESIGN OF CURRICULA. IT INDICATES HOW A COORDINATED CYCLE OF TRAINING FOR SEVERAL STEPS IN A JOB LADDER DESIGNED TO FILL UPPER-LEVEL VACANCIES CAN MINIMIZE COSTS, AND PROPOSES SEVERAL ALTERNATIVE EDUCATIONAL SEQUENCES AND ALTERNATIVE MEANS TO FUND RELEASED-TIME TRAINING AND TUITION COSTS, INCLUDING THE DESIGN AND STRATEGY FOR A NURSING SEQUENCE FROM NURSE AIDE TO STAFF NURSE, WITH AN EXIT POINT AT PRACTICAL NURSE, AND ANOTHER SEQUENCE FROM PRACTICAL NURSE TO STAFF NURSE.
NTIS: PB-271 356/9ST NTIS PRICES PC A07/MF A01

4938 A TRAINER-TRAINEE MANUAL FOR THE LIFE MANAGER TRAINING PROGRAM MAR 72
REILLY, RODNEY R.
JOHNS HOPKINS UNIV., BALTIMORE, MD. SCHOOL OF MEDICINE. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-92-22-69-24
NOTES: REPT. FOR 14 JUL 69-31 MAR 72 136P
SPECIALIZED TRAINING, PARAPROFESSIONAL PERSONNEL, MENTALLY RETARDED PERSONS, NTISLABRDU
THE MANUAL PROVIDES TRAINERS AND TRAINEES WITH A GUIDE TO THE REDESIGNED CLINICAL TRAINING FOR THE LIFE MANAGER TRAINEE. THE LIFE MANAGER IS A GENERAL PRACTITIONER IN THE FIELD OF MENTAL RETARDATION WHO HAS BEEN TRAINED IN MANY DISCIPLINES TO HELP MANAGE THE LIFE OF A RETARDATE ON THE PARAPROFESSIONAL LEVEL.
NTIS: PB-237 454/4ST NTIS PRICES PC$5.75/MF$2.25

4939 A TRAINERS TOUR THROUGH THE MOTIVATION THEORY JUNGLE JUL 77
WARE, FREDERICK A., JR.
TRAINING:14:7:31-32
PERSONNEL MANAGEMENT, INDUSTRIAL TRAINING, MOTIVATION, WORK ATTITUDES, BEHAVIOR THEORIES, THEORIES, COGNITIVE STYLE, BEHAVIOR CHANGE
DISCUSSES VARIOUS CONFLICTING THEORIES OF MOTIVATION FOR INDUSTRIAL WORKERS, MOST RECENTLY ORGANIZATIONAL BEHAVIOR MODIFICATION AND SEVERAL COGNITIVE APPROACHES, STATING THAT TRAINERS SHOULD AVOID BOTH FADDISM AND ISOLATIONISM IN THEIR MANAGEMENT PHILOSOPHIES. (MF)
ERIC: EJ165393 REPRINT AVAILABLE (SEE P. VII) UMI

4940 TRAINING ALASKA PIPELINE WORKERS JAN 75
GRACE, MICHAEL
MANPOWER:7:1:11-16
MANPOWER DEVELOPMENT, JOB TRAINING, MINORITY GROUPS, EMPLOYMENT OPPORTUNITIES, PETROLEUM INDUSTRY, EDUCATIONAL PROGRAMS, STATE SURVEYS, DISADVANTAGED GROUPS, CONSTRUCTION (PROCESS), CONSTRUCTION INDUSTRY, ALASKA
THE GOVERNMENT, UNIONS, AND EMPLOYERS IN ALASKA ARE WALKING A THIN LINE BETWEEN TRAINING

(CONT.)

4940 ENOUGH PIPELINE WORKERS TO MEET CURRENT DEMANDS, AND TRAINING TOO MANY FOR JOBS THAT MAY NOT EXIST FOUR OR FIVE YEARS FROM NOW. THE ARTICLE SURVEYS TRAINING PROGRAMS WHICH STRESS JOB OPPORTUNITIES FOR THE STATES NATIVES. (AUTHOR/AJ)
ERIC: EJ109707

4941 TRAINING AND COUNSELING OF THE OLDER WORKER   DEC 70
BRITTON, JEAN O.
JOURNAL OF EMPLOYMENT COUNSELING;7;4;137-141
ADULT COUNSELING, EMPLOYMENT QUALIFICATIONS, JOB PLACEMENT, LABOR FORCE, MANPOWER UTILIZATION, OLDER ADULTS, WORK EXPERIENCE
PROBLEMS OF TRAINING, RETRAINING, AND COUNSELING OLDER WORKERS ARE EXAMINED IN TERMS OF SOME OF THEIR CHARACTERISTICS, SUCH AS SLOWER WORK HABITS, DECREASED PHYSICAL STRENGTH, ADAPTABILITY, AND LACK OF SELF CONFIDENCE. WAYS TO COMPENSATE FOR POSSIBLE HANDICAPS THROUGH TRAINING AND COUNSELING ARE SUGGESTED. (AUTHOR)
ERIC: EJ029692

4942 TRAINING AND DEVELOPMENT AND THE YOUTH PROBLEM   70 JAN
NADLER, DAVID
TRAINING DEVELOP J;24;1;22-25
ATTITUDES, TRAINERS, YOUNG ADULTS, YOUTH EMPLOYMENT
A GEORGE WASHINGTON UNIVERSITY SENIOR WHO ATTENDED THE 25TH ANNIVERSARY CONFERENCE OF ASTD WAS STRUCK BY THE ABSENCE OF THOUGHT AND TIME DEVOTED TO THE PROBLEM OF YOUNG PEOPLE ENTERING THE WORK FORCE. (NL)
ERIC: EJ014468

4943 TRAINING AND DEVELOPMENT PUBLICATIONS. VOL. 13, NO. 5.
INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).
NOTES: 56P.
ABSTRACTS, FOREIGN COUNTRIES, LABOR FORCE, MANAGEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NEWSLETTERS, PUBLICATIONS, SCHOOL INDUSTRY RELATIONSHIP, TRAINING, VOCATIONAL EDUCATION, WORKING WOMEN
ABSTRACTS OF MATERIAL COVERING A VARIETY OF TOPICS REGARDING VOCATIONAL AND LABOR DEVELOPMENT THROUGHOUT THE WORLD ARE PRESENTED IN THE FIFTH DISPATCH. NOTED, IN PARTICULAR, ARE PUBLICATIONS REGARDING MANAGEMENT AND RELATIONS BETWEEN SCHOOL AND THE WORLD OF WORK. THE FIRST SECTION, NEWS IN BRIEF, CONTAINS 34 ITEMS FROM AROUND THE WORLD UNDER THE FOLLOWING HEADINGS FORTHCOMING EVENTS, NEW POLICIES, MANAGEMENT, METHODS AND MEDIA, RESEARCH, WOMEN, TERMINOLOGY, BIBLIOGRAPHIES, INFORMATION AND DOCUMENTATION, AND FOR THE BOOKSHELF. THE SECOND SECTION CONTAINS 19 SUBSTANTIVE ABSTRACTS OF VARIOUS PUBLICATIONS WHICH PRESENT THE AUTHOR, TITLE, BIBLIOGRAPHICAL REFERENCES, TRANSLATION IF NECESSARY, SUBJECT ANALYSIS, AND CONTENTS ANALYSIS. A LIST OF SEVEN PERIODICAL PUBLICATIONS FROM VARIOUS COUNTRIES THAT HAVE ALREADY BEEN ABSTRACTED IS INCLUDED. (LH)
ERIC: ED115792

4944 TRAINING AND ENTRY INTO UNION CONSTRUCTION. R AND D MONOGRAPH 39.   75
MARSHALL, RAY;AND OTHERS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 216P.
APPRENTICESHIPS, BUILDING TRADES, COMPARATIVE ANALYSIS, CONSTRUCTION INDUSTRY, CRAFTSMEN, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT STATISTICS, ENTRY WORKERS, INDIVIDUAL CHARACTERISTICS, INDUSTRIAL TRAINING, INTERVIEWS, LABOR UNIONS, MINORITY GROUPS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, ON THE JOB TRAINING, SURVEYS, TABLES (DATA)
THE STUDY FOCUSES ON THE ISSUE OF ENTRY INTO BUILDING TRADES UNIONS, DETAILING UNION PROCEDURES AND STANDARDS, JOURNEYMANS BACKGROUND, AND COMPARING TRAINING ROUTES. VARIOUS BASIC CONSTRUCTION TRADES WERE INVESTIGATED BRICKLAYERS, CARPENTERS, ELECTRICAL WORKERS, IRONWORKERS, PLUMBERS AND STEAMFITTERS, AND SHEET METAL WORKERS. DATA WERE COLLECTED THROUGH INTERVIEWS AND SURVEYS. ABOUT 49% OF THE JOURNEYMEN INTERVIEWED (FROM A TOTAL OF 1,234) HAD SERVED APPRENTICESHIPS AND WERE YOUNGER, BETTER EDUCATED, MORE LIKELY TO HAVE FRIENDS AND RELATIVES IN THE TRADE, AND LEARNED THE TRADE FASTER THAN THOSE TRAINED INFORMALLY. CRAFTSMEN OBTAIN WORK IN THE JURISDICTION OF MOST BUILDING TRADES LOCAL UNIONS IN FOUR WAYS GRADUATION FROM AN APPRENTICESHIP PROGRAM, ADMISSION TO THE UNION AS A JOURNEYMAN OR BY BEING UPGRADED INTO THE UNIONS CONSTRUCTION BRANCH, TRANSFER FROM OTHER LOCALS, AND WORKING UNDER TEMPORARY PERMITS. A LARGE MAJORITY OF INFORMALLY TRAINED JOURNEYMEN LEARNED THEIR TRADE EITHER BY WORKING AS LABORERS OR HELPERS OR BY WORKING ON THE JOB IN OPEN SHOPS. THE STUDY PROVIDES STRONG EVIDENCE THAT APPRENTICESHIP TRAINING GIVES CONSTRUCTION CRAFTSMEN CONSIDERABLE ADVANTAGE OVER THE INFORMALLY TRAINED. SIXTY-SIX TABLES ILLUSTRATE MINORITY REPRESENTATION UNION ENTRY REQUIREMENTS (BY TRADE) AND OTHER COMPARATIVE DATA. A BIBLIOGRAPHY, LIST OF PERSONS INTERVIEWED, AND SURVEY INSTRUMENTS ARE APPENDED. (AUTHOR/EC)
ERIC: ED117379   SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 029-000-00239-8, $2.80)

4945 TRAINING AND JOBS FOR THE URBAN POOR A STATEMENT ON NATIONAL POLICY.   JUL 70
COMMITTEE FOR ECONOMIC DEVELOPMENT, NEW YORK, N.Y. RESEARCH AND POLICY COMMITTEE.
NOTES: 79P.
DISADVANTAGED GROUPS, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, POLICY FORMATION, URBAN DROPOUTS, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, VOCATIONAL RETRAINING, VOCATIONAL

(CONT.)

4945 SCHOOLS, YOUTH EMPLOYMENT

THIS POLICY STATEMENT ON JOB TRAINING FOR THE URBAN POOR EXPLORES WAYS OF ABATING POVERTY, CONSIDERS CURRENT MANPOWER TRAINING AND EMPLOYMENT PROGRAMS, AND MAKES A NUMBER OF RECOMMENDATIONS FOR STRENGTHENING AND IMPROVING THEM. IN ADDITION, CONCERN IS EXPRESSED FOR INCREASING THE PRODUCTIVITY OF THE NATIONAL ECONOMY BY MAKING THE LABOR FORCE AS A WHOLE MORE PRODUCTIVE AND UTILIZING IT MORE FULLY. THE PAPER DISCUSSES POVERTY AND EMPLOYMENT, EVOLUTION OF A NATIONAL MANPOWER POLICY, AND RECOMMENDED DIRECTIONS FOR MANPOWER POLICY. SOME OF THE RECOMMENDATIONS ARE (1) THAT SPECIAL REMEDIAL AND JOB TRAINING PROGRAMS CONTINUE FOR THE INDEFINITE FUTURE; (2) THAT SPECIAL ATTENTION AND POSSIBLY MAJOR POLICY CHANGES ARE REQUIRED TO COMBAT THE HIGH RATE OF UNEMPLOYMENT AMONG YOUNG PEOPLE, PARTICULARLY THE DISADVANTAGED; (3) THAT WAYS OF MOTIVATING YOUNG BLACKS AND OTHER MINORITY GROUP MEMBERS TO VIEW EMPLOYMENT AS A SOURCE OF SATISFACTION ARE NEEDED; AND (4) THAT SPECIAL ATTENTION SHOULD BE GIVEN TO THE PROVISION OF MORE ADEQUATE TRAINING FOR THOSE IN PENAL AND CORRECTIONAL INSTITUTIONS. (AUTHOR/JW)

ERIC: ED043695 COMMITTEE FOR ECONOMIC DEVELOPMENT, 477 MADISON AVENUE, NEW YORK, N.Y. 10022 ($1.25)

4946 TRAINING AND MANPOWER DEVELOPMENT ACTIVITIES SUPPORTED BY THE ADMINISTRATION ON AGING UNDER TITLE IV-A OF THE OLDER AMERICANS ACT OF 1965, AS AMENDED. PROGRAM DESCRIPTIONS. AUG 75

ADMINISTRATION ON AGING (DHEW), WASHINGTON, D.C.

NOTES: 62P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT

COLLEGE PROGRAMS, GERIATRICS, GRANTS, MANPOWER DEVELOPMENT, OLDER ADULTS, PERSONAL CARE HOMES, PERSONNEL NEEDS, PROGRAM DESCRIPTIONS, TRAINING, OLDER AMERICANS ACT 1965 TITLE IV A

THIS COMPILATION OF BRIEF PROGRAM DESCRIPTIONS IS INTENDED TO PROVIDE INFORMATION ABOUT CURRENT PROJECTS BEING SUPPORTED BY THE ADMINISTRATION ON AGING (AOA) UNDER THE OLDER AMERICANS ACT OF 1965, AS AMENDED. DESCRIPTIONS WERE PREPARED BY STAFF FROM THE DIVISION OF MANPOWER RESOURCES, AND GENERALLY ARE EDITED VERSIONS OF PROJECT SUMMARIES SUBMITTED BY THE GRANTEES. AOA IS AUTHORIZED TO HELP MEET CRITICAL SHORTAGES OF ADEQUATELY TRAINED PERSONNEL FOR PROGRAMS IN AGING BY (1) DEVELOPING INFORMATION ON THE PRESENT AND LONG-RANGE NEED FOR PERSONNEL (2) PROVIDING A BROAD RANGE OF TRAINING AND RETRAINING OPPORTUNITIES RESPONSIVE TO THE CHANGING NEEDS OF AGING PROGRAMS; (3) ATTRACTING A GREATER NUMBER OF QUALIFIED PERSONNEL INTO THE FIELD OF AGING; AND (4) HELPING TO MAKE PERSONNEL TRAINING PROGRAMS MORE RESPONSIVE TO THE NEED FOR MORE TRAINED PERSONNEL IN THE AGING FIELD. THE DESCRIPTIONS ARE ORGANIZED ACCORDING TO THE UNIVERSITIES RECEIVING GRANTS AND EACH PROJECT DESCRIPTION INCLUDES THE NAME AND ADDRESS OF A CONTACT PERSON FOR FURTHER INFORMATION. (AUTHOR/NG)

ERIC: ED119060

4947 THE TRAINING AND PLACEMENT OF OLDER WORKERS AN EVALUATION OF FOUR COMMUNITY PROJECTS. SEP 67

SOMERS, GERALD G.;AND OTHERS

WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION. NATIONAL COUNCIL ON THE AGING, INC., NEW YORK, N.Y.; OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.

NOTES: 214P.

COUNSELING, DEMONSTRATION PROJECTS, EVALUATION, JOB PLACEMENT, OLDER ADULTS, ON THE JOB TRAINING, TABLES (DATA), UNEMPLOYED, VOCATIONAL REHABILITATION, BALTIMORE, BOSTON, BUNCOMBE COUNTY, MILWAUKEE, NORTH CAROLINA

THE MAJOR OBJECTIVE OF THIS STUDY WAS TO EXAMINE THE EXPERIENCE OF FOUR PROJECTS IN BALTIMORE, BOSTON, MILWAUKEE, AND BUNCOMBE COUNTY, NORTH CAROLINA IN COUNSELING AND PLACING IN JOBS OLDER HARD-CORE UNEMPLOYED WORKERS. ORIGINALLY THE PROGRAMS WERE DESIGNED TO TRAIN THE HARD-CORE UNEMPLOYED OVER 50 YEARS OF AGE. GENERALLY THE EMPHASIS WAS CHANGED FROM ON-THE-JOB TRAINING TO COUNSELING, JOB DEVELOPMENT AND PLACEMENT, AND FROM SELECTING THE MOST DISADVANTAGED TO SELECTING THE LEAST DISADVANTAGED IN THE OVER-50 AGE GROUP. THERE WAS LITTLE EVIDENCE THAT THE PROGRAM PROVIDED SIGNIFICANT ECONOMIC GAINS IN EMPLOYMENT OR INCOME, EVEN THOUGH THE PARTICIPANTS EXPRESSED THE OPINION THAT THEY WERE PLEASED WITH THE VARIOUS PROGRAMS. (BC)

ERIC: ED035763

4948 TRAINING AND PLACEMENT OF THE YOUTHFUL INMATES OF DRAPER CORRECTIONAL CENTER. MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 6. FINAL REPORT. 71

REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.

NOTES: 93P.; REPRINT

COMMUNITY COOPERATION, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, DEMONSTRATION PROJECTS, EMPLOYMENT OPPORTUNITIES, EXPERIMENTAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, PROGRAMED INSTRUCTION, RECIDIVISM, STATE PROGRAMS, SYSTEMS APPROACH, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, YOUTH, ALABAMA, DRAPER CORRECTIONAL CENTER, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA

THE PRIMARY GOAL OF THE DRAPER PROJECT, BEGUN IN 1964, WAS TO DEMONSTRATE THE FEASIBILITY OF OPERATING A MANPOWER TRAINING PROGRAM IN A CORRECTIONAL SETTING. AS SECONDARY GOALS, THE PROJECT SOUGHT TO INDIVIDUALIZE INSTRUCTION, INVOLVE COMMUNITIES IN THE REHABILITATION OF THE OFFENDER AND DISSEMINATE THE FINDINGS TO CORRECTIONAL AND EDUCATIONAL PERSONNEL THROUGHOUT THE COUNTRY. THROUGH THIS PROGRAM, THE PROJECT ADMINISTRATION HOPED TO ULTIMATELY REDUCE THE HIGH RECIDIVISM IN ALABAMA. THIS STUDY,

(CONT.)
4948 ONE OF THREE SUCH NATIONAL PROJECTS, DEALT WITH PROBLEMS PECULIAR TO A STATE WHICH IS MAKING THE TRANSITION FROM A RURAL TO AN INDUSTRIAL ECONOMY. IT WAS FOUND THAT EDUCATION AND TRAINING PER SE ARE NOT ENOUGH TO EFFECT THE BROAD CHANGES IN INMATES REQUIRED FOR SUCCESSFUL SOCIAL ADJUSTMENT. THEY CAN BE REHABILITATED WHEN THEY ARE A PART OF A SYSTEMATIC APPROACH TO HUMAN DEVELOPMENT WHICH INCLUDES SYSTEMATIC PREPARATION FOR THE WORLD OF WORK, TAILORED JOB DEVELOPMENT AND PLACEMENT, AND DEVELOPMENT OF COMMUNITY SUPPORT. THIS IS THE FIRST OF A THREE-VOLUME FINAL REPORT, TO BE FOLLOWED BY VOLUME II, A TECHNICAL MANUAL, AND VOLUME III, HOW TO WITH P.I. (AUTHOR/GER)
ERIC: ED059429 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 763, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

4949 TRAINING AND RELOCATION OF MEXICAN AMERICANS IMPLICATIONS FOR MANPOWER POLICY. 27 AUG 71
KLEIBRINK, MICHAEL C.;RUESINK, DAVID C.
NOTES: 15P.; PAPER PRESENTED AT THE RURAL SOCIOLOGICAL SOCIETY MEETINGS IN DENVER, COLORADO, AUGUST 27, 1971
ATTITUDES, JOB TRAINING, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, OFF THE JOB TRAINING, ON THE JOB TRAINING, QUESTIONNAIRES, RELOCATION, RESEARCH, RESEARCH NEEDS, RESEARCH UTILIZATION, SECURITY, TABLES (DATA), TRAINING ALLOWANCES, UNDEREMPLOYED, TEXAS
THE PROBLEM OF MOVING WORKERS FROM ONE COMMUNITY TO ANOTHER IS NOT A NEW TOPIC, BUT IT IS A LITTLE STUDIED ONE. MUCH RESEARCH HAS BEEN DONE ON THE DEMOGRAPHIC CHARACTERISTICS OF MIGRANTS, BUT THERE ARE VERY FEW STUDIES OF THE SOCIOPSYCHOLOGICAL CHARACTERISTICS OF MIGRATION. IN THIS STUDY, THE IMPORTANCE PLACED BY THE RELOCATED INDIVIDUAL ON VARIOUS KINDS OF OPPORTUNITY STRUCTURES IS ANALYZED ALONG WITH THE CHANGING PERCEIVED SOCIAL STATUS IN THE SENDING AND RECEIVING COMMUNITIES. THE DATA FROM 140 RELOCATEES ARE PRESENTED IN A POST-FACTUM ANALYSIS BUT REVEAL THAT OPPORTUNITY STRUCTURES THAT AVOID SOCIAL IMPEDIMENTS TO RAISING STATUS ARE MORE IMPORTANT TO THIS GROUP THAN THOSE REMOVING ECONOMIC BARRIERS. FURTHERMORE, MOST OF THOSE WHO STAYED ON THEIR NEW JOBS AND MOST OF THOSE WHO LEFT FELT THAT THEY WERE BETTER OFF IN THE RECEIVING COMMUNITY. THE AUTHORS USE THESE DATA TO DEVELOP A MODEL FOR POLICY USE AND FURTHER RESEARCH. RELATED DOCUMENTS ARE ED 032 157 AND ED 042 556. (AUTHOR/BO)
ERIC: ED054981

4950 TRAINING AND SKILL ACQUISITION A PILOT CASE STUDY. 72
SOMERS, GERALD;ROCHKIN, MYRON
WISCONSIN UNIV., MADISON. INDUSTRIAL RELATIONS RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 269P.; DLMA-31-55-71-04
CASE STUDIES, INDUSTRIAL TRAINING, INPLANT PROGRAMS, JOB SKILLS, JOB TRAINING, METHODS, ON THE JOB TRAINING, SEMISKILLED OCCUPATIONS, SKILL DEVELOPMENT, SKILLED OCCUPATIONS, SURVEYS, TRANSFER OF TRAINING
ALTHOUGH IT WAS GENERALLY RECOGNIZED THAT THE ACQUISITION OF PRODUCTIVE SKILLS OCCURRED MAINLY IN PRIVATE INDUSTRY, EITHER THROUGH FORMAL COMPANY TRAINING PROGRAMS OR SIMPLY THROUGH LEARNING BY DOING, VERY LITTLE SPECIFIC INFORMATION ABOUT SUCH TRAINING WAS AVAILABLE. THIS STUDY OF THE INPLANT TRAINING PROCEDURES OF ONE COMPANY WAS CONDUCTED TO PROVIDE DATA ON INDUSTRIAL TRAINING PRACTICES TO DETERMINE THE RELATIVE BENEFITS OF DIFFERENT TYPES OF SKILLS ACQUISITION TRAINING, TO EXAMINE THE TRANSFERABILITY OF SKILLS, AND TO EVALUATE THE METHODOLOGICAL TECHNIQUES USED IN SURVEYS OF COMPANY TRAINING PROGRAMS. IT WAS FOUND THAT A COMBINATION OF CLASSROOM AND ON-THE-JOB TRAINING RESULTED IN QUICKER PROMOTION AND HIGHER SALARIES FOR EMPLOYEES THAN EITHER OF THESE FORMS OF TRAINING ALONE. PREVIOUS EDUCATION AND TRAINING WAS FOUND TO REDUCE THE AMOUNT OF JOB TRAINING REQUIRED. A SHUTDOWN OF THE PLANT BEING STUDIED DID NOT PROVIDE AN APPROPRIATE TEST OF TRANSFER OF SKILLS FROM THAT PLANT TO OTHER EMPLOYMENT, ALTHOUGH THE PRIOR SKILL DEVELOPMENT WAS A MAJOR INFLUENCE IN TRANSFER TO NEW JOBS. RECOMMENDED METHODS OF DATA GATHERING FOR FUTURE SURVEYS INCLUDED A COMBINATION OF PERSONAL INTERVIEWS AND MAIL QUESTIONNAIRES. (MF)
ERIC: ED069864

4951 TRAINING AND TECHNOLOGY A SYSTEMS APPROACH FOR INDUSTRIAL TRAINING. AUG 73
MYERS, WILLIAM E.
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. MANPOWER DEVELOPMENT DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 52P.; FOR RELATED DOCUMENT, SEE CE 006 462
INDUSTRIAL EDUCATION, INDUSTRIAL TRAINING, INPUT OUTPUT ANALYSIS, INSTRUCTIONAL SYSTEMS, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, QUESTIONNAIRES, STUDENT PLACEMENT, SYSTEMS ANALYSIS, SYSTEMS APPROACH, TRAINING TECHNIQUES, WORK EXPERIENCE PROGRAMS, INDUSTRIAL SKILL AND TECHNICAL TRAINING, ISTT, TAT, TRAINING AND TECHNOLOGY
THE DOCUMENT ANALYZES THE TRAINING AND TECHNOLOGY (TAT) INDUSTRIAL SKILL AND TECHNICAL TRAINING (ISTT) PROGRAM AND DESCRIBES THE BASIC RELATIONSHIPS BETWEEN VARIOUS TRAINING COMPONENTS AND THEIR LINKAGES TO CERTAIN ASPECTS OF PROGRAM STRUCTURE AND ORGANIZATION. THE TAT ISTT PROGRAM OPERATIONS ARE PRESENTED WITHIN THE CONCEPTUAL FRAMEWORK OF AN INPUT-OUTPUT SYSTEM WHICH IS THE SYSTEMS MODEL THAT UNDERLIES INDUSTRIAL PRODUCTION. THIS SYSTEM HAS FOUR IMPORTANT FUNCTIONS (1) THE INTAKE PROCESS (INCLUDING RECRUITMENT PROCEDURES; TOUR, TEST, AND INTERVIEW; SELECTION OF TRAINEES; AND ENROLLMENT) IDENTIFIES AND IMPORTS THE RAW MATERIALS FROM WHICH IT PRODUCES SOMETHING ELSE AND SUSTAINS ITSELF; (2) THE TRAINING PROCESS (INCLUDING SKILL TRAINING AND BEHAVIORAL TRAINING) COMBINES SUCH IMPORTED ELEMENTS IN SUCH FASHION AS TO PRODUCE SOMETHING DIFFERENT FROM THE

(CONT.)

4951 ORIGINAL STATE OF THESE ELEMENTS: (3) THE PROCESS OF PLACEMENT DISTRIBUTES THE NEW PRODUCT BACK INTO THE ENVIRONMENT: AND (4) PROGRAM ADMINISTRATION MANAGES AND COORDINATES THE OVERALL PROCESS. THE TAT SYSTEM CONTAINS SOME POLICY IMPLICATIONS FOR MANPOWER TRAINING FLEXIBILITY WITHIN THE TOTAL EMPLOYMENT PROCESS: RELATIVE EFFICIENCY OF DECENTRALIZING SKILL TRAINING PROGRAMS TO UTILIZE EXISTING TECHNICAL AND PHYSICAL RESOURCES: INVESTMENT EFFICIENCY: AND OVERTRAINING. A PATTERN INTERVIEW FORM AND INQUIRY FORMS IN SIX SKILL AND TECHNICAL AREAS ARE APPENDED. (AUTHOR/EC)
ERIC: ED118900

4952 TRAINING AND TECHNOLOGY PROJECT: A STUDY OF TRAINEE ATTITUDES IN A MANPOWER TRAINING PROGRAM. JUL 70
BUTLER, RICHARD P.:GORDON, MICHAEL E.
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN.:UNION CARBIDE CORP., OAK RIDGE, TENN. NUCLEAR DIV.:TENNESSEE STATE DEPT. OF EDUCATION, NASHVILLE. DIV. OF VOCATIONAL-TECHNICAL EDUCATION.:TENNESSEE DEPT. OF EMPLOYMENT SECURITY, NASHVILLE.:TENNESSEE UNIV., KNOXVILLE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.:DEPARTMENT OF LABOR, WASHINGTON, D.C.:ATOMIC ENERGY COMMISSION, OAK RIDGE, TENN.
NOTES: 32P.
ADULT VOCATIONAL EDUCATION, FEDERAL PROGRAMS, UNEMPLOYED, QUESTIONNAIRES, STATISTICAL SURVEYS, TRAINEES, PROGRAM ATTITUDES, TRAINING AND TECHNOLOGY, TAT
THIS STUDY INVESTIGATES TRAINEE ATTITUDES TOWARD THE TECHNICAL TRAINING PHASE OF THE MANPOWER DEVELOPMENT PROJECT, TRAINING AND TECHNOLOGY (TAT). A 111-ITEM EVALUATION FORM MADE UP OF EXPERIENCES MOST LIKELY TO CAUSE EITHER A POSITIVE OR NEGATIVE REACTION IN TRAINEES WAS DISTRIBUTED TO ALL PROGRAM PARTICIPANTS IN AUGUST, 1969. A SEVEN POINT RATING SCALE WAS USED TO INDICATE FEELINGS ABOUT STATEMENTS CONCERNED WITH FOUR GENERAL EMPLOYMENT FACTORS (1) WORKING CONDITIONS AND THE WORK ITSELF, (2) ACHIEVEMENT, (3) COMPANY POLICY AND ADMINISTRATION, AND (4) INTERPERSONAL RELATIONS. REACTION TO THE PROGRAM WAS GENERALLY FAVORABLE, ALTHOUGH WORKING CONDITIONS RECEIVED THE LARGEST NEGATIVE RESPONSE, MAINLY BECAUSE OF DISSATISFACTION WITH THE FOOD IN THE CANTEEN. A GENERAL FEELING OF ACHIEVEMENT AND SELF-CONFIDENCE RESULTED IN FAVORABLE ATTITUDES TOWARD THE WORK ITSELF AND THE OTHER AREAS. (BH)
AIM/ARM: VT011580

4953 TRAINING AND TECHNOLOGY. REPORT OF PROGRAM ACTIVITIES JANUARY 1--JUNE 30, 1973. CONDUCTED AT THE U.S. ATOMIC ENERGY COMMISSIONS OAK RIDGE Y-12 PLANT. SUMMARY REPORT. JUL 73
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. MANPOWER DEVELOPMENT DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 33P.
ADULT VOCATIONAL EDUCATION, DEMONSTRATION PROJECTS, INDUSTRIAL TECHNOLOGY, INDUSTRIAL TRAINING, JOB TRAINING, MANPOWER DEVELOPMENT, PILOT PROJECTS, PROGRAM DESCRIPTIONS, RESEARCH AND DEVELOPMENT CENTERS, SCHOOL INDUSTRY RELATIONSHIP, MANPOWER RESEARCH
THE REPORT IS A DESCRIPTION OF THE PROGRAM ACTIVITIES CARRIED ON BY TRAINING AND TECHNOLOGY (TAT) DURING THE FIRST SIX MONTHS OF 1973. IN THE GENERAL CATEGORY OF MANPOWER RESEARCH AND DEVELOPMENT, BRIEF BUT DETAILED DESCRIPTIONS ARE GIVEN OF EACH OF THE PROJECTS CONDUCTED IN THE DEVELOPMENT AND EXTENSION OF THE TAT TRAINING MODEL IN ALBUQUERQUE, CHICAGO, EAST ST. LOUIS, WEST VIRGINIA, TENNESSEE, MCDOWELL MINE TECHNOLOGY TRAINING CENTER, AND IN WORK WITH ATOMIC ENERGY COMMISSION EASTERN AREA CONTRACTORS. EXTENSION TO THE FUNCTIONAL INDUSTRIAL TRAINING (FIT) PROGRAM, THE ADULT EDUCATION TAT PROGRAM, AND TRAINING FOR BLACK LUNG AWARD RECIPIENTS: A COMMUNITY CAREER EDUCATION RESOURCES PROJECT IN JOINT HIGH SCHOOL AND INDUSTRY TRAINING IS DESCRIBED: AND EXPERIMENTATION AND EVALUATIVE RESEARCH REPORTED. A REGIONAL UTILIZATION NETWORK CONFERENCE IS REPORTED ON, A SIX-PAGE LOG OF TAT ACTIVITIES IS OFFERED, AND INFORMATION IS PROVIDED ON DOCUMENTATION AND DISSEMINATION OF PUBLICATIONS. A CONCLUDING STUDY BRIEFLY REVIEWS A PROJECT TITLED UPGRADING IN AN INDUSTRIAL SETTING. (AJ)
ERIC: ED094231

4954 TRAINING AND TECHNOLOGY: DEVELOPING TECHNICAL SKILLS FOR BLACK TRAINEES IN A WORKER TRAINING PROGRAM. OCT 70
APPALACHIAN REGIONAL COMMISSION, WASHINGTON, D.C.:ATOMIC ENERGY COMMISSION, OAK RIDGE, TENN. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 25
ADULT VOCATIONAL EDUCATION, MANPOWER UTILIZATION, COOPERATIVE PROGRAMS, TECHNICAL EDUCATION, CULTURALLY DISADVANTAGED, MANPOWER DEVELOPMENT, NEGROES, NEGRO EMPLOYMENT, CAREER OPPORTUNITIES, INNER CITY, TRAINING AND TECHNOLOGY, TAT
THIS REPORT DISCUSSES THE EFFECTS OF THE TRAINING AND TECHNOLOGY (TAT) WORKER TRAINING PROGRAM ON ITS BLACK TRAINEES. DATA ARE PROVIDED FOR THE 160 BLACK 1969 GRADUATES, WHO WERE RECRUITED MAINLY FROM THE INNER CITIES OF KNOXVILLE, CHATTANOOGA, CHICAGO, OR THE OAK RIDGE AREA. ALTHOUGH 132 OF THE TRAINEES WERE HIGH SCHOOL GRADUATES, MANY DID NOT ACHIEVE NINTH GRADE MATH AND READING LEVELS UPON ENTRY INTO THE PROGRAM. THE INDIVIDUAL DATA WHICH ARE PROVIDED FOR THE BLACK GRADUATES SHOW AN AVERAGE INCOME RISE OF $5,000 RESULTING FROM THE 6-MONTH TRAINING PROGRAM, WITH EVERY GRADUATE RECEIVING AT LEAST ONE FIRM JOB OFFER. THE REPORT POINTS OUT THE NEED FOR ACTIVE PARTICIPATION BY EMPLOYERS IN ELIMINATING THE RELOCATION PROBLEMS WHICH ARE COMMON AMONG NEWLY EMPLOYED BLACK TRAINING GRADUATES. (BH)
AIM/ARM: VT012261

4955 TRAINING AND THE ORGANIZATIONAL CONTEXT 77
BERGER, MEL
JOURNAL OF EUROPEAN INDUSTRIAL TRAINING:1;2:7-12
INDUSTRIAL TRAINING, PARTICIPANT INVOLVEMENT, PARTICIPANT SATISFACTION, PROGRAM ATTITUDES, TRANSFER OF TRAINING, TRAINING TECHNIQUES, ORGANIZATIONAL CLIMATE, EDUCATIONAL ATTITUDES, LEARNING PROCESSES, ORGANIZATIONAL DEVELOPMENT
IN A RESEARCH PROJECT TO EXAMINE THE RELATIONSHIP BETWEEN VARIOUS ASPECTS OF THE ORGANIZATIONAL CONTEXT AND TRANSFER OF LEARNING, A SEVEN-STAGE MODEL WAS SET UP TO EXAMINE THE TRAINING-LEARNING PROCESSES FROM THE STANDPOINT OF THE INDIVIDUAL PARTICIPANT. ORGANIZATIONAL ACTION STEPS TO BE TAKEN BOTH BEFORE AND AFTER THE TRAINING COURSE ARE PRESENTED. (MF)
ERIC: EJ165446

4956 THE TRAINING AND USE OF OPERATORS AS INSTRUCTORS: REPORT OF A DEPARTMENTAL COMMITTEE ON THE TRAINING OF OPERATOR-INSTRUCTORS. 69
BRITISH DEPT. OF EMPLOYMENT AND PRODUCTIVITY, LONDON (ENGLAND).
NOTES: 81P.
ADMINISTRATIVE POLICY, INDUSTRIAL PERSONNEL, INDUSTRIAL TRAINING, INDUSTRY, INSTRUCTIONAL STAFF, OFF THE JOB TRAINING, ON THE JOB TRAINING, PROGRAM DESCRIPTIONS, PROGRAM PLANNING, SKILLED WORKERS, SUPERVISORY TRAINING, TEACHING TECHNIQUES, GREAT BRITAIN
AFTER A REVIEW OF EXISTING COURSES AND METHODS IN GREAT BRITAIN FOR TRAINING FULL-TIME INSTRUCTORS, A STUDY WAS MADE OF INPLANT AND OUT OF PLANT SYSTEMS OF ON THE JOB TRAINING USING EXPERIENCED WORKERS AS PART-TIME INSTRUCTORS. THIS EMERGED AS THE TRAINING APPROACH MOST OFTEN USED, ESPECIALLY FOR MACHINE OPERATORS AND AMONG THE MANY SMALL FIRMS WHICH CANNOT EMPLOY THEIR OWN TRAINING SPECIALISTS OR PARTICIPATE IN GROUP SCHEMES. IT WAS DECIDED THAT SUCH METHODS DESERVE GREATER RECOGNITION AND ENCOURAGEMENT BY INDUSTRIAL TRAINING BOARDS. THE ROLE OF MANAGERS AND SUPERVISORS IN HELPING SUCH PROGRAMS TO FUNCTION PROPERLY WAS DISCUSSED, TOGETHER WITH TRAINING OBJECTIVES, TRAINING TECHNIQUES, FOUR EXAMPLES OF COURSE TYPES, SELECTION OF TRAINEES, AND OTHER ASPECTS OF ORGANIZATION AND ADMINISTRATION. TIME ALLOCATIONS WERE SUGGESTED AS FOLLOWS BACKGROUND INFORMATION AND TALKS ON INSTRUCTIONAL THEORY AND TECHNIQUES, 25%: PRACTICAL DEMONSTRATIONS AND INDIVIDUAL EXERCISES, 25%: PRACTICE ON THE SHOP FLOOR OR IN THE OFFICE, 50%. PROGRAMS IN THE IRON, PAPER BOX, RUBBER, AND STEEL INDUSTRIES WERE USED AS ILLUSTRATIONS. (THE DOCUMENT INCLUDES SAMPLE SYLLABUSES AND OTHER APPENDIXES.) (LY)
ERIC: ED034949 HER MAJESTYS STATIONERY OFFICE, 49 HIGH HOLBORN, LONDON W.C.1, ENGLAND (7500)

4957 TRAINING IN INDUSTRY. 66
GLASER, ROBERT
NOTES: 31P.
DISCRIMINATION LEARNING, EVALUATION METHODS, INDUSTRIAL TRAINING, INSTRUCTIONAL AIDS, JOB ANALYSIS, LEARNING PLATEAUS, LEARNING PROCESSES, MANAGEMENT DEVELOPMENT, MOTIVATION, ORIENTATION, PERFORMANCE FACTORS, PERSONNEL SELECTION, PROGRAMED INSTRUCTION, PSYCHOLOGY, REINFORCEMENT, SEQUENTIAL LEARNING, SIMULATION, TESTING, TRAINING OBJECTIVES, TRAINING TECHNIQUES, TRANSFER OF TRAINING
THIS CHAPTER IN A LARGER WORK ON INDUSTRIAL PSYCHOLOGY DEALS LARGELY WITH THE NEED TO SPECIFY TRAINING OBJECTIVES THROUGH JOB ANALYSIS, USES OF TESTING IN TRAINEE SELECTION, TRAINING VARIABLES AND LEARNING PROCESSES, TRAINING TECHNOLOGY (MAINLY THE CHARACTERISTICS OF PROGRAMED INSTRUCTION), THE EVALUATION OF PROFICIENCY, THE VALUE OF EXPERIMENTATION, AND FACETS OF TRAINING (ORIENTATION AND INDOCTRINATION, VOCATIONAL AND JOB SKILL TRAINING, SUPERVISORY AND MANAGEMENT EDUCATION, SPECIALIZED TRAINING). MAJOR CONSIDERATIONS IN THE TRAINING PROCESS ITSELF ARE THE PROPER AMOUNT OF REPETITION AND PRACTICE, TASK GUIDANCE BY THE TRAINER, PROMPT REINFORCEMENT (THAT IS, REWARDS CONTINGENT ON OR FOLLOWING FROM CORRECT TASK PERFORMANCE), CORRECT RESPONSE DISCRIMINATION AND GENERALIZATION BY THE TRAINEE, THE EXTINCTION (UNLEARNING) OF UNWANTED RESPONSES, EFFECTIVE TRAINING SEQUENCES, MEANINGFUL TRAINING MATERIALS, THE EFFORT AND THE DEGREE OF PRECISION REQUIRED, THE NATURE OF LEARNING PLATEAUS, THE ROLE OF NEGATIVE REINFORCEMENT, MOTIVATION, ACTIVE LEARNING, AND THE TRANSFER OF TRAINING TO NEW TASKS. THE DOCUMENT INCLUDES TWO TABLES, SUGGESTED READINGS, AND AN EXAMPLE OF A PROGRAMED TEXT. THIS DOCUMENT IS INCLUDED IN INDUSTRIAL PSYCHOLOGY, BY B. VONHALLER GILMER AND OTHERS. AVAILABLE FROM THE MCGRAW-HILL BOOK COMPANY, NEW YORK. (LY)
ERIC: ED018700

4958 TRAINING IN INDUSTRY--THE MANAGEMENT OF LEARNING. 65
BASS, BERNARD M. :VAUGHAN, JAMES A.
ADULT LEARNING, EDUCATIONAL NEEDS, EVALUATION METHODS, INDIVIDUAL CHARACTERISTICS, INDUSTRIAL TRAINING, INSTRUCTIONAL TECHNOLOGY, LEARNING PROCESSES, LEARNING THEORIES, MANAGEMENT EDUCATION, PROGRAM ADMINISTRATION, PROGRAM CONTENT, PROGRAM EVALUATION, PROGRAM PLANNING, TEACHING METHODS, TRAINING OBJECTIVES, TRAINING TECHNIQUES
THE PRINCIPLES OF LEARNING BEHAVIOR DERIVED THROUGH LABORATORY STUDY CAN BE EXTENDED TO EXPLAIN MUCH OF THE COMPLEX LEARNING REQUIRED IN INDUSTRIAL TRAINING PROGRAMS. A REVIEW OF THE BASIC PRINCIPLES OF HUMAN LEARNING INTRODUCES FOUR BASIC CONCEPTS--DRIVE, STIMULUS, RESPONSE, AND REINFORCER--AND DISCUSSES CLASSICAL AND INSTRUMENTAL CONDITIONING AND HIGHER FORMS OF LEARNING. THE STRATEGY OF TRAINING INVOLVES THREE STEPS--(1) STATEMENTS OF THE CONTENT OF THE TRAINING PROGRAM, CHARACTERISTICS OF THE LEARNER AND HIS ENVIRONMENT, THE OVER-ALL ORGANIZATIONAL CLIMATE, AND THE RELATION OF TRAINING TO COMPANY GOALS, (2) DECISIONS ABOUT HOW AND BY WHOM THE CONTENT WILL BE TAUGHT, INCLUDING DISCUSSION OF BOTH CURRENT INDUSTRIAL TRAINING TECHNIQUES AND

(CONT.)
4958 PROMISING INNOVATIONS AND THE EXTENT TO WHICH THEY CONFORM TO THE PRINCIPLES OF LEARNING, AND (3) ADMINISTRATION AND EVALUATION OF THE TRAINING PROGRAM. TRAINING NEEDS AND THE EFFECTIVENESS OF TRAINING PROGRAMS MUST BE ASSESSED CONTINUOUSLY IN A CAREFULLY DESIGNED AND EXECUTED RESEARCH PROGRAM. THIS DOCUMENT IS AVAILABLE FROM WADSWORTH PUBLISHING COMPANY, INC., BELMONT, CALIFORNIA. (AJ)
ERIC: ED012948

4959 TRAINING IN SERVICE OCCUPATIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT. MAR66
DELEHANTY, JOHN;MISHNUN, FLORENCE
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 20P.
EDUCATIONAL BACKGROUND, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, ENROLLMENT, FEDERAL PROGRAMS, FEMALES, JOB PLACEMENT, OCCUPATIONS, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, RACE, SERVICE EDUCATION, SERVICE OCCUPATIONS, STATISTICAL DATA, TRAINING TECHNIQUES, UNEMPLOYMENT, VOCATIONAL RETRAINING, WAGES, MANPOWER DEVELOPMENT AND TRAINING ACT
DURING THE PERIOD AUGUST 1962-MAY 1965, ABOUT 65,000 PERSONS RECEIVED TRAINING IN SERVICE AND RELATED OCCUPATIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA). MOST PREPARED FOR SPECIFIC OCCUPATIONS, ALTHOUGH MANY OTHERS RECEIVED TESTING, COUNSELING, LITERACY TRAINING, AND OTHER SERVICES THROUGH MULTI-OCCUPATIONAL PROJECTS. OVER HALF THE TRAINEES HAD NOT COMPLETED HIGH SCHOOL, MOST (83.5 PERCENT) WERE UNDER 45, AND A THIRD WERE NONWHITE. ABOUT 60 PERCENT WERE MEN, LARGELY TRAINEES IN AUTOMOTIVE SERVICE AND APPLIANCE SERVICING AND REPAIR. ABOUT TWO-THIRDS OF THE WOMEN WERE IN LICENSED PRACTICAL NURSING OR HOSPITAL ATTENDANT COURSES. OVER 40 PERCENT OF TRAINEES HAD BEEN UNEMPLOYED 15 WEEKS OR LONGER. OF THOSE COMPLETING TRAINING THROUGH MAY 1965, 75 PERCENT FOUND EMPLOYMENT, LARGELY IN TRAINING-RELATED OCCUPATIONS AND AT HIGHER WAGES THAN BEFORE TRAINING. MOREOVER, TRAINING PERIODS WERE SHORT AND CONSEQUENT STUDENT COSTS RELATIVELY MODEST. TRAINEE ENROLLMENTS HAVE INCREASED SINCE FEBRUARY 1965, AND IMPORTANT NEW CONTRACTS HAVE BEEN NEGOTIATED FOR PILOT PROJECTS AND ON THE JOB TRAINING. (THE DOCUMENT INCLUDES FOUR TABLES AND A CHART.) (LY)
ERIC: ED012975

4960 TRAINING MANPOWER DEVELOPMENT WORK SUPERVISORS IN THE USE OF BEHAVIOR MODIFICATION TECHNIQUES TO TEACH JOB-REQUIRED SKILLS. SPECIAL REPORT. OCT 72
NEISHENDER, LENORE
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 18P.; PAPER PRESENTED AT MEETING OF AMERICAN PSYCHOLOGICAL ASSOCIATION (HONOLULU, HAWAII, SEPTEMBER, 1972)
BEHAVIOR CHANGE, DISADVANTAGED YOUTH, INDUSTRIAL TRAINING, JOB SKILLS, MANPOWER DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SPECIAL PROGRAMS, SUPERVISORY TRAINING, TRAINING TECHNIQUES, VOCATIONAL DEVELOPMENT, EXPERIMENTAL MANPOWER LABORATORY, MFY EML, MOBILIZATION FOR YOUTH
THE PAPER DESCRIBES A CURRENT RESEARCH PROJECT NOW BEING CONDUCTED BY THE EXPERIMENTAL MANPOWER LABORATORY AT MOBILIZATION FOR YOUTH (MFY-EML) IN NEW YORK CITY. THE OVERALL OBJECTIVE OF THE MFY-EML IS TO DEVELOP AND TEST NEW METHODS OF TEACHING VOCATIONAL SKILLS TO HARD-TO-EMPLOY YOUTH. THE MFY-EML IS INVOLVED IN DEVELOPING A PROGRAM TO TEACH BEHAVIORAL PRINCIPLES TO TRAINERS. ONE OF THE MOST IMPORTANT REASONS FOR INVESTIGATING THE BEHAVIORAL APPROACH TO TRAINING PROBLEMS IS ITS CENTRAL RELIANCE ON MEASURABLE AND OBSERVABLE BEHAVIORS, RATHER THAN ON INNER EMOTIONAL FACTORS. THE PAPER DESCRIBES AND ILLUSTRATES THE SCOPE OF THE MFY-EMLS EMPIRICAL INVESTIGATION TO FIND OUT, ASIDE FROM HUNCHES OR INTUITION, HOW EFFECTIVE THE BEHAVIORAL APPROACH REALLY IS IN ITS TYPE OF TRAINING SITUATIONS. (AUTHOR)
ERIC: ED075655 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 862, MF $0.95, SEE CATALOG FOR HARDCOPY PRICE)

4961 A TRAINING MANUAL IN HUMAN RESOURCE DEVELOPMENT. JAN 71
MCKENZIE, JOE M., ED.;AND OTHERS
MISSISSIPPI STATE UNIV., STATE COLLEGE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 115P.
CHANGING ATTITUDES, DISADVANTAGED GROUPS, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, GROUP DYNAMICS, HUMAN RESOURCES, INSTITUTES (TRAINING PROGRAMS), MANPOWER DEVELOPMENT, MANUALS, PROGRAM DEVELOPMENT, STATE GOVERNMENT, WORK ATTITUDES
THIS REPORT IS A COMPILATION OF TRAINING MATERIALS USED IN TWO INSTITUTES CONDUCTED BY THE MISSISSIPPI STATE UNIVERSITY IN COOPERATION WITH THE MISSISSIPPI EMPLOYMENT SECURITY COMMISSION. THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP A TRAINING PROGRAM AND A HANDBOOK WHICH WOULD BETTER PREPARE STATE EMPLOYEES TO WORK WITH THE DISADVANTAGED THROUGH INCREASED AWARENESS OF THE SPECIAL PROBLEMS OF THOSE PERSONS. THE PARTICIPANTS WERE SELECTED CAREER EMPLOYEES IN THEIR FIRST YEAR OF EMPLOYMENT AND REPRESENTED BOTH SEXES, DIFFERENT RACES, AND DIFFERENT SOCIOECONOMIC LEVELS. ANALYSIS OF DATA COLLECTED IN CONJUNCTION WITH THE INSTITUTES REVEALED THAT THE PARTICIPANTS HAD BECOME LESS AUTHORITARIAN IN THAT THEY EXHIBITED LESS DESIRE TO MANIPULATE, COERCE, OR CONTROL OTHERS. ALSO, FOLLOWUP DATA GATHERED 6 MONTHS AFTER TRAINING SHOWED THAT EMPLOYERS RATED PARTICIPANTS AS BEING MORE EFFICIENT AND COMPETENT IN THEIR WORK. OTHER CONCLUSIONS ARE DISCUSSED. (JS)
ERIC: ED058425 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 482, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

4962 TRAINING METHODS FOR OLDER WORKERS. EMPLOYMENT OF OLDER WORKERS, 2. 65
BELBIN, R.M.
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
ADULT LEARNING, AGE, AGE DIFFERENCES, ANXIETY, AUDITORY PERCEPTION, CASE STUDIES (EDUCATION), EMPLOYMENT PROBLEMS, EVALUATION, INDIVIDUAL DIFFERENCES, INTELLIGENCE, JOB PLACEMENT, MENTAL RIGIDITY, MIDDLE AGED, MOTIVATION, ON THE JOB TRAINING, PERCEPTUAL MOTOR LEARNING, RESEARCH, RESEARCH REVIEWS (PUBLICATIONS), RETENTION, TASK PERFORMANCE, TESTING, TEST RESULTS, TRAINING TECHNIQUES, UNEMPLOYED, VISUAL PERCEPTION, VOCATIONAL RETRAINING, GREAT BRITAIN, SWEDEN, UNITED STATES
A SURVEY WAS PRESENTED OF SCIENTIFIC KNOWLEDGE ON AGE CHANGES IN HUMAN CAPACITIES, ESPECIALLY IN LEARNING ABILITY AND ADAPTABILITY, AND DESCRIBED VARIOUS METHODS USED TO TRAIN WORKERS OVER 40. THE ROLE OF MEMORY, MOTIVATION, RIGIDITY, AND INTELLIGENCE IN DETERMINING THE LEARNING EFFICIENCY OF MATURE ADULTS WAS ASSESSED, ALSO DIFFICULTIES CAUSED BY PACING, DIFFERENCES IN SKILL AND APTITUDE, AND INDIRECT RELATIONSHIP OF INFORMATION TO DESIRED ACTION. CASE HISTORIES OF SPECIAL TRAINING AND PLACEMENT SERVICES FOR OLDER WORKERS AND FOR THE LONG TERM UNEMPLOYED SUGGESTED THAT EFFECTIVE LEARNING DEPENDED HEAVILY ON SUITABLE CONDITIONS. OTHER EXPERIMENTS COMPARED INSTRUCTION VERSUS DEMONSTRATION, LEARNING FOR USE VERSUS RECAPITULATION, AND ACTIVITY LEARNING VERSUS MEMORIZING. FINDINGS SHOWED THAT, IF THE SETTING AND METHODS USED WERE ADAPTED TO CHANGING CAPACITIES AND NEEDS, LEARNING AND TRAINING WERE POSSIBLE EVEN IN LATE MATURITY. (INCLUDED ARE CHARTS AND PHOTOS, PROCEDURES FOR OVERCOMING SPECIFIC LEARNING DIFFICULTIES, SUGGESTIONS ON INTERPRETING EXPERIMENTAL DATA, AND 83 REFERENCES.) THIS DOCUMENT, NO. 13,251, IS AVAILABLE, FOR $2.00, FROM THE ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT, 2, RUE ANDRE-PASCAL, PARIS (16E), FRANCE. (LY)
ERIC: ED015378

4963 A TRAINING MODEL FOR WOMEN--AN ANDROGYNOUS APPROACH 1977
BOLTON, E.B.; HUMPHREYS, L.W.
PERSONNEL JOURNAL, VOL.56, NO.5, MAY 1977, P. 230-234. BIBLIOG. 14
CAREER DEVELOPMENT, MANAGEMENT, MANAGEMENT TRAINING, ORGANIZATION STRUCTURE, TRAINING AND DEVELOPMENT, WOMEN, WOMEN IN BUSINESS
TRAINING PROGRAMS DEVELOPED FOR WOMEN ARE NOT NEEDED, BUT EXISTING TRAINING PROGRAMS FOR MEN NEED TO BE EXPANDED TO INCORPORATE WOMEN. WOMEN AND MEN ARE SIMILAR IN SKILLS AND NEED TO BE IDENTIFIED FOR FURTHER TRAINING, WHETHER IN FORMAL, SEMI-FORMAL, OR INFORMAL TRAINING PROGRAMS.
MGMT: PEJ7760230

4964 TRAINING OF TRAINING OFFICERS: INTRODUCTORY COURSES. A REPORT BY THE CENTRAL TRAINING COUNCILS COMMITTEE ON THE TRAINING OF TRAINING OFFICERS. 66
BRITISH MINISTRY OF LABOUR, LONDON (ENGLAND). CENTRAL TRAINING COUNCIL.
NOTES: 24P.
ADULT EDUCATION PROGRAMS, COURSE DESCRIPTIONS, INDUSTRIAL TRAINING, PROGRAM EVALUATION, PROGRAM LENGTH, PROJECT TRAINING METHODS, RESIDENTIAL PROGRAMS, SCHOOL INDUSTRY RELATIONSHIP, TRAINERS, TRAINING TECHNIQUES, GREAT BRITAIN
RECOMMENDATIONS ARE GIVEN FOR INTRODUCTORY COURSES FOR POTENTIAL AND RECENTLY APPOINTED TRAINING OFFICERS IN BRITISH INDUSTRY, PARTICULARY THOSE OF MEDIUM SIZE. THE COURSE SHOULD COVER A MINIMUM PERIOD OF 120 HOURS IN AN APPROVED COLLEGE: IT SHOULD INCLUDE SESSIONS ON THE TRAINING FUNCTION, ASSESSMENT OF TRAINING NEEDS, FORMULATING AND IMPLEMENTING PROGRAMS, AND ASSESSING TRAINING EFFECTIVENESS. IT SHOULD BE AT LEAST A SIX WEEKS SANDWICH COURSE, IN TWO PERIODS OF TWO WEEKS, SPLIT BY A PERIOD OF SUPERVISED PROJECT WORK, AND WHERE POSSIBLE IT SHOULD BE RESIDENTIAL. COLLEGES SHOULD EXERCISE CONTROL OVER SELECTION OF CANDIDATES: THEY SHOULD SET UP ADVISORY COMMITTEES TO PLAN COURSES IN COOPERATION WITH LOCAL INDUSTRY: AND THEY SHOULD INSTITUTE PROCEDURES FOR ASSESSING THE EFFECTIVENESS OF THEIR COURSES. THE INTRODUCTORY COURSE SHOULD BE FOLLOWED BY SUPERVISED PRACTICAL EXPERIENCE IN A STUDENTS OWN FIRM, IF POSSIBLE, OR IN ANOTHER FIRM. CONSIDERATION SHOULD BE GIVEN TO APPROVED SPECIALIZED COURSES QUALIFYING FOR FINANCIAL ASSISTANCE FROM THE MINISTRY OF LABOUR AND THE TRAINING BOARDS. (PT)
ERIC: ED029213 HER MAJESTYS STATIONERY OFFICE, 49 HIGH HOLBORN, LONDON, ENGLAND (1S.6D)

4965 TRAINING PROGRAMS OF PRIVATE INDUSTRY IN THE GREATER CLEVELAND AREA. JUN 69
IACOBELLI, JOHN LOUIS
TEXAS UNIV., AUSTIN.
NOTES: 256P.; PH. D. THESIS
ATTITUDES, BIBLIOGRAPHIES, DISADVANTAGED GROUPS, DOCTORAL THESES, FINANCIAL POLICY, GOVERNMENT ROLE, INDUSTRIAL TRAINING, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, ON THE JOB TRAINING, OPINIONS, POLICY FORMATION, PREDICTION, PROGRAM EVALUATION, RECORDKEEPING, RECRUITMENT, SURVEYS, URBAN AREAS
USING PERSONAL INTERVIEWS WITH 131 EMPLOYERS (ESTABLISHMENTS) IN GREATER CLEVELAND, THIS STUDY SURVEYED CURRENT POLICIES, PRACTICES, AND ATTITUDES IN TRAINING ADVANTAGED AND DISADVANTAGED LABOR, AND SOUGHT TO DETERMINE THE BEST POSSIBLE WAY TO COORDINATE FEDERAL AND PRIVATE TRAINING PROGRAMS. THE RESEARCH COVERED SUCH MATTERS AS SKILL SHORTAGES: TRAINING BY PRIVATE INDUSTRY VERSUS OTHER LABOR PROCUREMENT METHODS, FACTORS INFLUENCING TRAINING, INDUSTRYS MANPOWER PROJECTIONS, PROBLEMS WITH DISADVANTAGED LABOR, THE IMPACT OF FEDERAL TRAINING PROGRAMS, PERIODIC REPORTING BY INDUSTRY, AND FEDERAL FINANCIAL INCENTIVES FOR TRAINING. IT WAS CONCLUDED THAT FEDERAL FINANCIAL AID FOR INDUSTRIAL TRAINING OF ADVANTAGED WORKERS SHOULD BE CONSIDERED, AND SHOULD BE TIED TO COMMITMENTS FROM INDIVIDUAL EMPLOYERS TO TRAIN AN EQUAL NUMBER OF THE DISADVANTAGED UNDER TWO OR THREE YEAR CONTRACTS, DURING WHICH FEDERAL FUNDS WOULD PAY MUCH OF THE COST. BECAUSE OF

(CONT.)
4965 THE NATURE OF PRIVATE TRAINING PROGRAMS. A TIGHT LABOR MARKET IS THE BEST MOTIVATOR TO CAUSE EMPLOYERS TO INCREASE TRAINING, ESPECIALLY FOR THE DISADVANTAGED. THEREFORE, THE FEDERAL GOVERNMENT SHOULD MAINTAIN A TIGHT LABOR MARKET AND CREATE JOBS FOR DISADVANTAGED LABOR. (AUTHOR/LY)
ERIC: ED039482 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 69-21,834, MF $3.30, XEROGRAPHY $11.70)

4966 TRAINING THE CUSTODIANS ASSISTANT. 62
CARSON, ESTHER :AND OTHERS
ALAMEDA COUNTY SCHOOL DEPT., HAYWOOD, CALIF.
CURRICULUM GUIDES, CUSTODIAN TRAINING, EDUCABLE MENTALLY HANDICAPPED, JOB TRAINING, MANUALS, SPECIAL EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, HAYWARD
WRITTEN AS A RESULT OF THE 1960-61 SCHOOL YEAR WORK EXPERIENCE PROGRAM IN SPECIAL EDUCATION, THIS HANDBOOK DESCRIBES A COURSE DESIGNED FOR ACADEMICALLY SLOW HIGH SCHOOL STUDENTS LEARNING THE SKILLS OF CUSTODIAL WORK. ILLUSTRATED AND WRITTEN IN SIMPLE LANGUAGE, THE HANDBOOK SERVES AS A COURSE GUIDE AND AS INFORMATION TO PROSPECTIVE EMPLOYERS ON THE TRAINING WHICH GRADUATES OF THE COURSE HAVE COMPLETED. TOPICS DISCUSSED ARE PERSONAL HABITS, COOPERATION, EQUIPMENT AND SUPPLIES, SCHEDULING, CLEANING TECHNIQUES, LIFTING TECHNIQUES, FIRE EXTINGUISHING, FLAG CARE, AND TERMINOLOGY. THIS DOCUMENT IS AVAILABLE FROM THE ALAMEDA COUNTY SCHOOL DEPARTMENT, 224 WEST WINTON AVENUE, HAYWARD, CALIFORNIA 94544. (DF)
ERIC: ED012121

4967 TRAINING THE DISADVANTAGED FOR JOBS 69 FEB
HANLINE, ALAN L.
EDUC TECHNOL:9:2:3-7
DISADVANTAGED YOUTH, EDUCATIONALLY DISADVANTAGED, JOB TRAINING, MOTIVATION TECHNIQUES, STUDENT PROBLEMS, TRAINING OBJECTIVES, VOCATIONAL TRAINING CENTERS, JOB CORPS
ERIC: EJ001362

4968 TRAINING THE HARD-TO-EMPLOY IN JOB-REQUIRED BEHAVIORAL SKILLS GROUP COUNSELING MATERIALS. 72
TOBIAS, RICHARD:AND OTHERS
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 82-36-71-07
NOTES: 276P.
BEHAVIOR CHANGE, GROUP COUNSELING, GROUP INSTRUCTION, GUIDES, JOB SKILLS, PERFORMANCE BASED EDUCATION, RESOURCE MATERIALS, TRAINING TECHNIQUES, HARD TO EMPLOY
AS A RESULT OF GENERAL DISSATISFACTION WITH TRADITIONAL COUNSELING METHODOLOGIES, THIS MANUAL WAS DEVELOPED TO PRESENT RESOURCE MATERIALS FOR THE GROUP COUNSELOR TO EMPLOY IN TEACHING SPECIFIC JOB REQUIRED BEHAVIORAL COMPETENCIES TO HARD-TO-EMPLOY TRAINEES. IT PRESENTS LESSON PLANS AND PRESCRIBED GROUP COUNSELING INTERVENTIONS. (AUTHOR)
ERIC: ED134859 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22151 (HC $3.00, MF $0.95, ORDER NUMBER PB-211 696)

4969 TRAINING THE HARDCORE. 69
URBAN RESEARCH CORP., CHICAGO, ILL. NATIONAL ALLIANCE OF BUSINESSMEN.: URBAN COALITION.
NOTES: 106P.
ABSTRACTS, BUSINESS RESPONSIBILITY, CASE STUDIES (EDUCATION), DISADVANTAGED GROUPS, EMPLOYER ATTITUDES, EMPLOYMENT PATTERNS, EMPLOYMENT SERVICES, GOVERNMENT ROLE, INDUSTRIAL RELATIONS, JOB TRAINING, NEGROES, ORIENTATION, UNEMPLOYED, YOUTH
THIS PART OF THE SERIES ON TRAINING THE HARDCORE COVERS FACTORS INVOLVED IN HIRING AND TRAINING THE HARDCORE, ABSTRACTS OF THE 12 VOLUMES INCLUDED IN THE WHOLE, AND THREE OTHER DOCUMENTS WHICH WILL GIVE MANAGEMENT FURTHER INSIGHT INTO HOW THE EMPLOYMENT SITUATION LOOKS TO THE MAN IN THE STREET. BASED ON HIS EXPERIENCE AT KLM AND POLAROID, HENRY M. MORGAN COMMENTS ON FINDING TRAINEES, SCREENING, PRE-JOB TRAINING, JOB ENTRY, UPGRADING, JOB EXPANSION, AND PUTTING HARDCORE PROGRAMS IN THE PERSPECTIVE OF THE ENTIRE ECONOMIC PICTURE. HE EXAMINES GEOGRAPHY, TRANSPORTATION, AND JOBS: BLACK ENTREPRENEURSHIP, PARTICIPATION, AND SELF-DETERMINATION: PREVENTING HARDCORE UNEMPLOYMENT: AND PLANNING FOR FUTURE EMPLOYMENT PROGRAMS. TWENTY-FOUR PAGES ARE DEVOTED TO DESCRIBING THE CONTENTS OF EACH OF THE 12 VOLUMES. THE FOLLOWS A RADIO SCRIPT OF THE WORLD ACROSS THE STREET, BUILT AROUND INTERVIEWS WITH TWO GROUPS OF BOYS (ONE WHITE, ONE BLACK) IN THE SAME PUBLIC HOUSING PROJECT IN BOSTON, MASSACHUSETTS. IN NO GIMMICKS, PLEASE, WHITEY, KENNETH B. CLARK WRITES OF DIFFICULTIES COMPANIES SHOULD ANTICIPATE AND UNDERSTAND IN HARDCORE PROGRAMS. FROM ELLIOT LIEBOWS BOOK, TALLYS CORNER, THE CHAPTER ON MEN AND JOBS TAKES ONE ON A TOUR AROUND ONE BLOCK IN THE GHETTO. (PT)
ERIC: ED029211 URBAN RESEARCH CORP., 5464 SOUTH SHORE DRIVE, CHICAGO, ILL. 60615

4970 TRAINING THE NONPROFESSIONAL. JAN67
RIESSMAN, FRANK
SCIENTIFIC RESOURCES, INC., UNION, N.J.
NOTES: 19P.
ADULT LEARNING, ANXIETY, CAREER OPPORTUNITIES, COMMUNITY SERVICES, EDUCATIONAL MOBILITY, GROUP INSTRUCTION, INDIGENOUS PERSONNEL, INDIVIDUAL INSTRUCTION, INSERVICE EDUCATION, INSTRUCTIONAL INNOVATION, JOB SKILLS, MANPOWER DEVELOPMENT, MOTIVATION, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PRESERVICE EDUCATION, SUBPROFESSIONALS, SUPERVISOR QUALIFICATIONS, SUPERVISORY TRAINING, TRAINEES, TRAINING TECHNIQUES, WORK

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4970 STUDY PROGRAMS
INCREASINGLY, PROPOSALS ARE EMERGING FOR THE LARGE SCALE EMPLOYMENT OF NONPROFESSIONALS IN THE HUMAN SERVICES WHERE INEXPERIENCED PEOPLE LEARN TO PERFORM JOBS (IN SCHOOLS, HOSPITALS, AND SERVICE AGENCIES) NORMALLY ALLOTED TO PROFESSIONALS. IN THE CONCEPT OF JOBS FIRST, TRAINING BUILT IN, ENTRY JOBS BECOME THE MOTIVATORS FOR FURTHER DEVELOPMENT OF THE NON PROFESSIONAL. IF THE NEW CAREERS MOVEMENT IS TO GROW, IF THE OPPORTUNITY STRUCTURE IS TO BE OPENED UP SO THAT JOBS CAN BECOME CAREERS AND AIDES CAN RISE TO BECOME PROFESSIONALS, MAJOR INSTITUTIONAL CHANGES MUST TAKE PLACE AND LARGE NUMBERS OF TRAINERS MUST BE RECRUITED AND TRAINED. IT IS SUGGESTED THAT TRAINERS BE RECRUITED FROM SEVERAL SOURCES, SUCH AS PEACE CORPS RETURNEES, AND COLLEGE GRADUATES, AND THAT TRADITIONAL CREDENTIALS BE WAIVED EXCEPT FOR THE SMALL GROUP OF SENIOR TRAINERS (TRAINERS OF TRAINERS). NONPROFESSIONALS AND THEIR TRAINERS WOULD BE TRAINED SIMULTANEOUSLY, ON THE JOB, THUS PROVIDING IMMEDIATE WORK OUTPUT WHILE DEVELOPING TRAINING CADRES. PRINCIPLES OF TRAINING THE NONPROFESSIONALS INCLUDE--(1) FIELD-BASED TRAINING PRECEDED BY SHORT PRE-SERVICE TRAINING, (2) SYSTEMATIC IN-SERVICE TRAINING RELATED TO JOB EXPERIENCE, PLANNED SO THAT SUCCESS IN LEARNING SKILLS IS GUARANTEED FOR AIDES AT EACH PHASE, AND (3) TEAM OR GROUP TRAINING, INCLUDING GROUP DISCUSSIONS AND MODIFIED SENSITIVITY TRAINING. (AJ)
ERIC: ED014642

4971 TRAINING TYPIST IN THE INDUSTRIAL ENVIRONMENT, AN EVALUATIONAL REPORT.
BALL, SAMUEL
AUTOINSTRUCTIONAL PROGRAMS, COMMUNICATION SKILLS, DROPOUTS, EDUCATIONAL BACKGROUND, EMPLOYMENT, JOB SKILLS, JOB TRAINING, OFFICE OCCUPATIONS, PROGRAM EVALUATION, STATISTICAL DATA, STUDENT COSTS, STUDENT MOTIVATION, TIME FACTORS (LEARNING), TYPEWRITING, NATIONAL ASSOCIATION OF MANUFACTURERS
THE NATIONAL ASSOCIATION OF MANUFACTURERS (NAM) HELD FOUR TYPING LABORATORIES IN 1965 AND 1966 AT NAM HEADQUARTERS (NEW YORK CITY), COLLEGE LIFE INSURANCE COMPANY (INDIANAPOLIS), CHEMICAL BANK NEW YORK TRUST COMPANY (NEW YORK CITY), AND PACIFIC TELEPHONE AND TELEGRAPH COMPANY (SAN FRANCISCO) TO DEVELOP A SYSTEM OF TRAINING TYPISTS WITHIN THE INDUSTRIAL ENVIRONMENT. RESULTS SHOWED THAT IF THE TRAINEES WANTED TO LEARN TO TYPE AND HAD A MINIMAL EDUCATIONAL LEVEL (COULD READ AND SPELL AT ABOVE A SIXTH-GRADE LEVEL), THEY COULD BE BROUGHT TO AN EMPLOYABLE SKILL LEVEL IN ABOUT 35 TO 45 DAYS AT A VERY LOW TRAINING COST, SINCE THE MIND PROGRAM IS ALMOST COMPLETELY AUTOMATED. IF TRAINEES WERE BELOW SIXTH-GRADE LEVEL, THEY HAD TO UNDERGO A COURSE IN BASIC COMMUNICATION SKILLS BEFORE BEGINNING THE TYPING PROGRAM. STATISTICAL DATA ON THE TRAINEES INCLUDING PRE- AND POST-TEST RESULTS, IMPROVEMENT IN SPEED AND ACCURACY, NUMBER OF DAYS IN THE PROGRAM, AND EMPLOYMENT OR DROPOUT INFORMATION WERE TABULATED. THIS DOCUMENT IS AVAILABLE FROM THE NATIONAL ASSOCIATION OF MANUFACTURERS, 277 PARK AVENUE, NEW YORK CITY 10017. (AJ)
ERIC: ED013427

4972 TRAINING WOMEN TO MEET THE CHALLENGE OF TODAYS NEW DIMENSIONS. JUN 69
NEVADA UNIV., RENO. DIV. OF CONTINUING EDUCATION.;GOVERNORS COMMISSION ON THE STATUS OF WOMEN, NEVADA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 93P.PROCEEDINGS OF TWO WORKSHOP CONFERENCES (NEVADA UNIV., LAS VEGAS, JUNE 13-14, 1969 AND NEVADA UNIV., RENO, JUNE 27-28, 1969).
WORKING WOMEN, CONFERENCE REPORTS, EDUCATIONAL OPPORTUNITIES, JOB TRAINING, EMPLOYMENT OPPORTUNITIES, FEMALES, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, OCCUPATIONAL GUIDANCE, VOCATIONAL COUNSELING
THIS DOCUMENT CONTAINS THE PROCEEDINGS OF TWO 2-DAY WORKSHOP CONFERENCES HELD TO DISCUSS THE PROBLEMS AND ISSUES INHERENT IN MORE WOMEN SPENDING MORE TIME AWAY FROM THEIR HOMES. PRESENTATIONS WERE (1) THE CARE AND FEEDING OF A WOMENS MIND BY J.A. BROWN, (2) THE WORKING MANS WIFE A COMPARATIVE VIEW BY M. KOMAROVSKY, (3) TOOLING UP OUR COURAGE TO BE BY J.K. LASKO, (4) IS WOMENS EDUCATION RELEVANT BY K.H. MUELLER, (5) FREUD OR FRIEDAN A CYCLE COMING FULL CIRCLE BY J.L. NOBLE, (6) WOMEN ON THE MOVE SOME PSYCHOLOGICAL PROBLEMS BY G. SELF, (7) THE NEW WOMEN, HAH BY J. MATER, (8) EDUCATION FOR WOMEN IS THERE ANYTHING DIFFERENT ABOUT IT BY J.A. BROWN, (9) TAILORING PROGRAMS TO WOMENS NEEDS BY G. HALL, (10) THE IMPORTANCE OF CONTINUING EDUCATION IN MEETING TODAYS CHALLENGES BY R.H. OSBORN, (11) OPTIONS FOR WOMEN IN THE WORKFORCE AN OVERVIEW OF PRESENT OPPORTUNITIES BY J. SCHEINFELD, AND (12) INNOVATIVE APPROACHES FOR TRAINING, EDUCATING, AND REHABILITATING DISADVANTAGED YOUNG WOMEN BY B.B. WASHINGTON. SEVERAL RECOMMENDATIONS RESULTING FROM THE CONFERENCES ARE INCLUDED. (SB)
AIM/ARM: VT013311

4973 TRAINING WORKERS FOR CHILD CARE CENTERS JAN-FEB 72
WILLIAMS, F. NEIL;SCHERMOLY, GERALDINE
CHILDREN TODAY;1;1;13-9
ASSOCIATE DEGREES, CHILD CARE WORKERS, COMMUNITY INVOLVEMENT, CURRICULUM DESIGN, EDUCATIONAL PROGRAMS, FINANCIAL SUPPORT, TRAINING, VOCATIONAL EDUCATION
PENN VALLEY COMMUNITY COLLEGE, KANSAS CITY, MO. RECEIVED AN EDUCATION PROFESSIONS DEVELOPMENT ACT GRANT THAT ENABLED IT TO ESTABLISH A DEVELOPMENTAL TRAINING PROJECT FOR DAY CARE AND NURSERY SCHOOL WORKERS. (AUTHORS)
ERIC: EJ050935

4974 TRAINING, TRANSFER AND THE INFLUENCE OF JOB SEARCH PROCEDURES. PSYCHOLOGICAL ATTRIBUTES

AND PERSONAL CHARACTERISTICS ON EARNINGS OF WORKERS AFFECTED BY A PLANT CLOSURE.
FEB 74
STERN, JAMES L.;AND OTHERS
WISCONSIN UNIV., MADISON. INDUSTRIAL RELATIONS RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 43P.; FOR THE EARLIER STUDY REFERRED TO, SEE EJ 048 681 IN CIJE
ACADEMIC ACHIEVEMENT, AGE, ECONOMIC FACTORS, EMPLOYMENT PROBLEMS, INDIVIDUAL DEVELOPMENT, INDUSTRY, JOB LAYOFF, JOB SKILLS, JOB TRAINING, LABOR MARKET, MEAT PACKING INDUSTRY, PSYCHOLOGICAL CHARACTERISTICS, RACE, RACIAL CHARACTERISTICS, UNEMPLOYMENT
THIS FOLLOWUP STUDY ON PLANT CLOSURES WAS DESIGNED TO REPLICATE AN EARLIER STUDY IN ORDER TO ASCERTAIN WHETHER TRAINING WOULD AGAIN SHOW NO PAYOFF RELATIVE TO DIRECT LABOR MARKET PARTICIPATION. THE MAJOR VARIABLES USED WERE INFLUENCE OF PERSONAL CHARACTERISTICS, PSYCHOLOGICAL ATTRIBUTES AND JOB SEARCH PATTERNS, IN ADDITION TO THE VARIABLES OF AGE, SKILL, RACE, EDUCATION, AND PREVIOUS EARNINGS. THE IMPLICATIONS OF THE FINDINGS, WHICH IN GENERAL MATCHED THOSE OF THE EARLIER STUDY, ARE DISCUSSED IN DETAIL, AND IT IS SUGGESTED THAT THE FACT THAT THE LAID-OFF MEN ARE ALREADY PROVEN WORKERS OUTWEIGHS THEIR DISADVANTAGEMENT IN OTHER AREAS IS OF SIGNIFICANCE. THE TABULATED DATA FROM THE STUDY AND AN EXPLANATION OF THE FORMULA FOR ESTIMATING EARNINGS FORM THE 20-PAGE APPENDIX. (BP)
ERIC: ED094160

4975 TRANSFER KNITTER (HOSIERY) 6-14.063--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TRANSFER KNITTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061330

4975 TRANSFERABILITY OF MILITARY-TRAINED MEDICAL PERSONNEL TO THE CIVILIAN SECTOR. JUL 70
NATHAN (ROBERT R.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 193P.
CAREER CHOICE, EMPLOYMENT OPPORTUNITIES, HEALTH OCCUPATIONS, JOB SATISFACTION, LABOR MARKET, MANPOWER UTILIZATION, MEDICINE, MILITARY PERSONNEL, MILITARY TRAINING, OCCUPATIONAL MOBILITY, PARAMEDICAL OCCUPATIONS
THIS STUDY ADDRESSES ITSELF TO THE PROBLEM OF WHAT SHOULD BE DONE TO INCREASE THE CIVILIAN MEDICAL/HEALTH FIELD UTILIZATION OF MEN WHO HAVE RECEIVED MEDICAL TRAINING AND EXPERIENCE WHILE IN MILITARY SERVICE. IT WAS FOUND THAT MILITARY MEN WERE INFLUENCED IN THEIR DECISION FOR OR AGAINST A CIVILIAN HEALTH CAREER BY MILITARY SERVICE BRANCH, LENGTH OF SERVICE, MILITARY STATUS, KNOWLEDGE OF THE LABOR MARKET, AND TYPE OF MILITARY WORK EXPERIENCE. VARIOUS PROGRAMS ARE DISCUSSED THAT FACILITATE TRANSFERENCE TO CIVILIAN WORK. POLICIES AND RECOMMENDATIONS WHICH WOULD FACILITATE THE TRANSFER OF MANPOWER ARE DISCUSSED. A SIX-PAGE BIBLIOGRAPHY IS INCLUDED. (BP)
ERIC: ED095340

4977 TRANSFERABILITY OF VOCATIONAL SKILLS REVIEW OF LITERATURE AND RESEARCH. INFORMATION SERIES NO. 103. OCT 76
ALTMAN, JAMES W.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. NE-C-00-3-0079
NOTES: 58P.
BEHAVIOR, COGNITIVE PROCESSES, EDUCATIONAL RESEARCH, JOB SKILLS, MOTIVATION, PERFORMANCE FACTORS, SUCCESS FACTORS, TASK PERFORMANCE, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION
THIS PAPER CONJECTURES ABOUT MOTIVATIONAL, BEHAVIORAL, AND CONTEXTUAL FACTORS IN THE TRANSFERABILITY OF VOCATIONAL SKILLS--FACTORS WHICH WILL INFLUENCE PERFORMANCE WHEN AND IF MOVEMENT INTO OR ACROSS JOBS OCCURS. IT IS ASSUMED THAT SKILL TRANSFER DEPENDS UPON SIMILARITY WITHIN AND AMONG MOTIVATIONAL, CONTEXTUAL, AND BEHAVIORAL FACTORS, REFERRED TO AS DOMAINS. THE BASIC POINTS OF VIEW PRESENTED ABOUT EACH DOMAIN ARE (1) THE MOTIVATIONAL DOMAIN CONCERNS INTERESTS, ATTITUDES, GOALS, AND REINFORCERS WHICH GUIDE THE INDIVIDUALS ACTIONS, (2) THE BEHAVIORAL DOMAIN CONCERNS THE SEQUENCE AND ARRAY OF PROCESSES THROUGH WHICH AN INDIVIDUAL ARRIVES AT MEASUREABLE END PERFORMANCE HAVING PRACTICAL UTILITY, AND (3) THE CONTEXTUAL DOMAIN CONCERNS THE PERFORMANCE REQUIREMENTS

(CONT.)
4977 IMPOSED BY THE ENVIRONMENT AS WELL AS THE ORGANIZATIONAL, INFORMATION, AND PHYSICAL SUPPORT PROVIDED. THE STRUCTURE AND FUNCTIONING OF EACH DOMAIN IS DISCUSSED IN SEPARATE SECTIONS. A FINAL SECTION CONSIDERS THE IMPLICATIONS FOR EDUCATION OF CURRENT KNOWLEDGE ABOUT SKILL TRANSFER. CHARACTERISTICS OF EDUCATIONAL OUTCOMES WHICH WOULD LEND CONFIDENCE IN TRANSFERABILITY OF SKILLS ARE DEFINED. EDUCATIONAL IMPLICATIONS OF CONJECTURES MADE IN THE PAPER ARE EXAMINED THROUGH A SERIES OF RECOMMENDED STEPS FOR EDUCATIONAL DEVELOPMENT (1) DEFINE AND ANALYZE CRITERION CONTEXTS; (2) DEVELOP EDUCATIONAL TASKS; (3) OPTIMIZE EDUCATIONAL SEQUENCES; AND (4) OPTIMIZE CONDITIONS OF SKILL ACQUISITION. (LAS)
ERIC: ED138934

4978 TRANSFERRER (PRINT. + PUB.) I 972.381--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHOTOCOMPOSITION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TRANSFERRER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063409

4979 TRANSFERRING MINORITY EMPLOYEES: ARE THEY BEING TREATED FAIRLY 1975
MOORE, J.M.
PERSONNEL JOURNAL, VOL.54, NO.2, FEB 1975, P. 84-85 +.
DISCRIMINATION, ECONOMICS, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, MINORITIES, MORTGAGE, RELOCATION
DISCUSSES THE PROBLEMS INVOLVED IN RELOCATION OF MINORITY EMPLOYEES AND THE IMPACT THAT THE COMPANY CAN HAVE IN DIMINISHING THESE PROBLEMS.
MGMT: PEJ7540034

4980 TRANSFERRING TECHNOLOGY IN A MULTINATIONAL SERVICE INDUSTRY 1975
BELFI, J.P.
THE ARTHUR ANDERSEN CHRONICLE, VOL.35, NO.1, JAN 1975, P. 16-21.
ACCOUNTING, MULTINATIONAL CORPORATION, POLITICAL RISK, SERVICE INDUSTRY, TECHNOLOGICAL CHANGE, TECHNOLOGY, TRAINING AND DEVELOPMENT
DISCUSSES THE PROCESSES AND UTILITY OF MULTINATIONAL ACCOUNTING FIRMS, PARTICULARLY THE BENEFITS TO THE HOST GOVERNMENT.
MGMT: AAC7540016

4981 THE TRANSITION FROM HIGH SCHOOL TO WORK THE WORK ATTITUDES AND EARLY OCCUPATIONAL EXPERIENCES OF YOUNG MEN. A SPECIAL REPORT FROM THE YOUTH IN TRANSITION PROJECT. 3 DEC 73
JOHNSTON, JEROME;BACHMAN, JERALD G.
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 164P.
ENTRY WORKERS, HIGH SCHOOL STUDENTS, INTELLIGENCE LEVEL, JOB SATISFACTION, MALES, OCCUPATIONAL ASPIRATION, SOCIOECONOMIC STATUS, UNEMPLOYMENT, UNSKILLED WORKERS, WAGES, WORK ATTITUDES, YOUNG ADULTS, YOUTH EMPLOYMENT, YOUTH IN TRANSITION
THE REPORT IS BASED ON A LONGITUDINAL STUDY OF A NATIONAL SAMPLE OF MALES IN THE HIGH SCHOOL CLASS OF 1969. THEY WERE FOLLOWED FROM THE BEGINNING OF 10TH GRADE (1966) TO ONE YEAR AFTER HIGH SCHOOL (1970). THE MOST IMPORTANT DETERMINANTS OF UNEMPLOYMENT AMONG YOUNG MEN RECENTLY OUT OF HIGH SCHOOL ARE FAMILY BACKGROUND AND INTELLIGENCE. HIGH UNEMPLOYMENT IS ASSOCIATED WITH TWO GROUPS THOSE WITH LOW INTELLIGENCE WHO COME FROM LOW STATUS FAMILIES AND THOSE WITH VERY HIGH INTELLIGENCE WHO COME FROM HIGH STATUS FAMILIES. FOR FULL-TIME WORKERS IN ENTRY JOBS (1) THE STATUS OF THEIR JOB IS DETERMINED BY BACKGROUND, INTELLIGENCE, AND THE AVAILABILITY OF HIGH STATUS JOBS IN THE AREA OF EMPLOYMENT; (2) WAGES ARE A FUNCTION OF THE PREVAILING WAGE RATE FOR UNSKILLED WORKERS. FULL-TIME WORKERS DISPLAY A HIGH LEVEL OF JOB SATISFACTION. VARIATION IS ASSOCIATED WITH JOB EXPECTATIONS PRIOR TO ENTRY AND WITH BOTH MONETARY AND NON-MONETARY JOB BENEFITS. TYPE OF JOB (CENSUS CLASSIFICATION), SATISFACTION, AND DESCRIPTIONS OF JOB CHARACTERISTICS ARE ALL INTERCORRELATED. THERE IS A 12-PAGE GLOSSARY. (AUTHOR)
ERIC: ED085512 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151; INSTITUTE FOR SOCIAL RESEARCH, P.O. BOX 1248, ANN ARBOR, MICH. 48106

4992 THE TRANSITION FROM SCHOOL TO WORK A REPORT BASED ON THE PRINCETON MANPOWER SYMPOSIUM MAY 9-10, 1968. RESEARCH REPORT SERIES NO. 111. 68

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE, WASHINGTON, D.C.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C.; PRINCETON UNIV., N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 290P.

BUSINESS RESPONSIBILITY, CONFERENCE REPORTS, CORRECTIONAL EDUCATION, DISADVANTAGED YOUTH, DROPOUTS, FOREIGN COUNTRIES, JOB PLACEMENT, NONCOLLEGE PREPARATORY STUDENTS, OCCUPATIONAL GUIDANCE, SCHOOL ROLE, UNEMPLOYMENT, VOCATIONAL EDUCATION, YOUTH, PRINCETON MANPOWER SYMPOSIUM

APPROXIMATELY 50 EXPERTS FROM EDUCATION, BUSINESS, GOVERNMENT, UNIONS AND ASSOCIATIONS PARTICIPATED IN A SYMPOSIUM TO SUMMARIZE AND REVIEW THE DIMENSIONS OF THE YOUTH UNEMPLOYMENT PROBLEM AND TO DISCUSS THE ROLES AND RESPONSIBILITIES OF SCHOOLS, PRIVATE ENTERPRISE, TRADE UNIONS, VOLUNTARY AGENCIES, AND VARIOUS LEVELS OF GOVERNMENT IN DEVELOPING BRIDGES BETWEEN SCHOOL AND WORK FOR NONCOLLEGE-BOUND YOUTH. THE INTRODUCTORY PAPER BY THE SYMPOSIUM ORGANIZING COMMITTEE PRESENTS A BRIEF ANALYSIS OF THE PROBLEM OF TRANSITION BASED PRIMARILY UPON THE SUBMITTED PAPERS. BACKGROUND PAPERS RELATING TO THE DIMENSIONS OF THE PROBLEM IN THE UNITED STATES, EXPERIENCE ABROAD, AND MECHANISMS FOR THE TRANSITION INCLUDE PRESENTATIONS BY (1) HAROLD GOLDSTEIN, (2) ROBERT C. MILJUS, HERBERT S. PARNES, RONALD H. SCHMIDT, AND RUTH S. SPITZ, (3) HUGH FOLK, (4) SYLVIA MCCOLLUM, (5) JOSEPH S. ZEISEL, (6) FRANZ A. GROEMPING, (7) RUPERT N. EVANS, (8) ELMER L. WINTER, (9) GARTH L. MANGUM, AND (10) JUDAH DROB. (JK)

ERIC: ED033204 INDUSTRIAL RELATIONS SECTION, PRINCETON UNIVERSITY, P.O. BOX 248, PRINCETON, NEW JERSEY 08540 ($4.00)

4993 THE TRANSITION FROM SCHOOL TO WORK A STUDY OF LAWS, REGULATIONS AND PRACTICES RESTRICTING WORK EXPERIENCE AND EMPLOYMENT OPPORTUNITIES FOR YOUTH. FINAL REPORT. JUN 75

DELANEY, WILLIAM

NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.

GRANT NO. OEG-0-74-0-1651

NOTES: 147P.

CHILD LABOR LEGISLATION, COMMUNITY INVOLVEMENT, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, FEDERAL LEGISLATION, LABOR LEGISLATION, SOCIOECONOMIC INFLUENCES, STATE LEGISLATION, SURVEYS, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT

FACTORS AFFECTING THE NONAGRICULTURAL EMPLOYMENT OF YOUTH ARE EXAMINED IN THE RESEARCH STUDY. CHAPTERS IN THE REPORT DISCUSS A BRIEF HISTORY OF CHILD LABOR LAWS IN THE UNITED STATES; THE LINKS BETWEEN THE ECONOMY AND THE SOCIAL GOALS OF SOCIETY AND HOW CHILD LABOR LAWS REFLECT AND YET SOMETIMES CONTRADICT ECONOMIC REALITIES; THE ECONOMICS OF THE YOUTH LABOR MARKET; SPECIFIC FEDERAL AND STATE LAWS THAT AFFECT YOUTH EMPLOYMENT; THE ISSUES AND PROGRAMS CONCERNING THE SUPPLEMENTATION OF EDUCATION THROUGH WORK EXPERIENCE; AND THE RESULTS OF AN EMPLOYER SURVEY CONDUCTED FOR THE STUDY IN WHICH 149 PERSONS IN 78 FIRMS WERE PERSONALLY INTERVIEWED REGARDING HIRING POLICIES FOR YOUTH AND KNOWLEDGE OF CHILD LABOR STATUTES. THE MAJOR RECOMMENDATION OF THE INVESTIGATION IS TO START A NEW PROCESS AT THE COMMUNITY LEVEL IN WHICH EMPLOYERS, UNIONS, SCHOOLS, PARENTS, YOUNG PEOPLE, AND ALL INTERESTED CITIZENS WORK TOGETHER TO REMOVE UNNECESSARY BARRIERS TO YOUTH EMPLOYMENT. RECOMMENDATIONS ALSO INCLUDE THE NECESSITY FOR A READABLE COMPENDIUM OF LAWS FOR EACH STATE AS PART OF AN ACTIVE INFORMATION SYSTEM, FURTHER RELAXATION OF LAWS TO FACILITATE PARTICIPATION OF 14 AND 15 YEAR OLDS IN WORK EXPERIENCE PROGRAMS, AND ELIMINATION OF STATE AND FEDERAL OVERLAP IN LEGAL COVERAGE. A BIBLIOGRAPHY AND SOURCES FOR CHILD LABOR LAWS ARE INCLUDED. (AUTHOR/RG)

ERIC: ED124762

4994 TRANSITION FROM SCHOOL TO WORK THE ROLE OF CAREER EDUCATION. 15 NOV 72

WORTHINGTON, ROBERT M.

NOTES: 16P.; SPEECH GIVEN BEFORE THE ANNUAL WILHELM WEINBERG SEMINAR (14TH, CORNELL UNIVERSITY, ITHACA, NEW YORK, NOVEMBER 15, 1972)

CAREER EDUCATION, CAREER OPPORTUNITIES, CAREER PLANNING, DROPOUTS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, JOB SKILLS, LABOR MARKET, MINORITY GROUPS, SPEECHES, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT

TEENAGE UNEMPLOYMENT IS A CRITICAL MANPOWER PROBLEM. YOUTH MOST SEVERELY AFFECTED ARE MINORITY GROUP MEMBERS AND THOSE WITH LIMITED EDUCATION. MANY BARRIERS STAND IN THE WAY OF THEIR OBTAINING STEADY JOBS LACK OF TRAINING AND EXPERIENCE, JOB MOVEMENT, CHILD LABOR LAWS, MINIMUM WAGE STANDARDS, AND COMPETITION FOR JOBS FROM VETERANS AND MIDDLE-AGED WOMEN. SPECIAL MEASURES ARE NEEDED, SUCH AS A DIFFERENT MINIMUM WAGE, MANPOWER PROGRAMS, AND MOST IMPORTANTLY, CAREER-ORIENTED EDUCATION SO THAT THOSE IN THE POTENTIAL WORK FORCE ARE TRAINED TO MEET IMMEDIATE NEEDS FOR TECHNOLOGICAL MANPOWER. WITH THE GROWTH OF BLUE COLLAR, WHITE COLLAR, SERVICE- AND GOODS-PRODUCING JOBS, CAREER EDUCATION NEEDS TO PREPARE ALL STUDENTS EITHER TO TAKE A JOB OR TO ENTER THEIR NEXT STEP OF EDUCATIONAL PREPARATION WHEN THEY LEAVE HIGH SCHOOL. THE DEVELOPMENT OF A CAREER EDUCATION SYSTEM REQUIRES THE ACCOMPLISHMENT OF DIFFERING OBJECTIVES AT EACH LEVEL OF THE EXISTING SCHOOL SYSTEM. ALTHOUGH VOCATIONAL EDUCATION HAS BEEN THE LARGEST SOURCE OF FORMAL TRAINING FOR OCCUPATIONS NOT REQUIRING A COLLEGE EDUCATION, IMPLEMENTATION OF VOCATIONAL EDUCATION LEGISLATION HAS MET WITH SOME PROBLEMS. CAREER EDUCATION IS MORE THAN SPECIFIC JOB TRAINING AND RESULTS IN IMPROVING THE TRANSITION FROM SCHOOL TO WORK, CONSEQUENTLY GREATLY INFLUENCING THE FUTURE EMPLOYMENT PICTURE OF THE COUNTRY. (SC)

ERIC: ED084461

4985 TRANSITION FROM SCHOOL TO WORK IN SELECTED COUNTRIES. AUG 69
GROEMPING, FRANZ A.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 60P.
COMPARATIVE EDUCATION, DEVELOPED NATIONS, NATIONAL PROGRAMS, OUT OF SCHOOL YOUTH, SCHOOL ATTENDANCE LEGISLATION, SCHOOL ATTITUDES, SECONDARY SCHOOL STUDENTS, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT
THE 1968 MANPOWER REPORT OF THE PRESIDENT STRESSED THE SERIOUSNESS OF YOUTH UNEMPLOYMENT IN THE UNITED STATES, ESPECIALLY WHEN COMPARED WITH OTHER COUNTRIES. THIS PAPER SURVEYS THE TRANSITION OF TEENAGERS FROM SCHOOL TO WORK IN COUNTRIES ECONOMICALLY AND POLITICALLY SIMILAR TO THE UNITED STATES. ALLOWING FOR DIFFERENCES IN CERTAIN SIGNIFICANT VARIABLES BETWEEN COUNTRIES, THE PAPER COMPARES END RESULTS IN TERMS OF INDICATORS SUCH AS EMPLOYMENT AND DROPOUT RATES, IN ORDER TO DETERMINE WHAT LESSONS CAN BE LEARNED FROM THE EXPERIENCES OF DIFFERENT COUNTRIES. (BH)
ERIC: ED042977

4986 THE TRANSITION FROM SCHOOL TO WORK IN SYNANON W 76
CARDER, BROOKS
NEW DIRECTIONS FOR COMMUNITY COLLEGES:4:4:79-84
WORK EXPERIENCE PROGRAMS, CAREER EXPLORATION, GROUP LIVING, WORK ATTITUDES, SOCIAL ENVIRONMENT, VOCATIONAL EDUCATION, SYNANON, SYNANON GAME
SYNANON HAS EASED THE SCHOOL-TO-WORK TRANSITION BECAUSE IT DOES NOT MAINTAIN A DICHOTOMY BETWEEN VOCATIONAL EDUCATION AND ACADEMIC EDUCATION. AT AGE 13, CHILDREN TAKE ON PRODUCTIVE JOBS IN THE COMMUNITY UNDER SYNANON SCHOOL STAFF SUPERVISION. AT 13 THEY BEGIN ROTATING MINI-APPRENTICESHIPS, SAMPLING A VARIETY OF OCCUPATIONAL FIELDS WHILE CONTINUING THEIR ACADEMIC STUDIES. (JDS)
ERIC: EJ151707

4987 THE TRANSITION FROM SUBSIDIZED TO NONSUBSIDIZED EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
VACHON, NANCY CARGILL
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 59P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818
ADULT BASIC EDUCATION, CAREER CHANGE, COUNSELING, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, FINANCIAL PROBLEMS, JOB TRAINING, MOTIVATION, PILOT PROJECTS, MANPOWER RESEARCH, VERMONT
NECESSARY REQUIRED EFFORTS ARE DISCUSSED WHICH EFFECT SPECIAL WORK PROJECT (SWP) CLIENTS THROUGH THEIR TRANSITION FROM SUBSIDIZED TO NONSUBSIDIZED WORK. THESE RANGED FROM PERSONAL COUNSELING TO DAY CARE SERVICES, AND IT WAS FOUND THAT SUPPORTIVE SERVICES HELPED REDUCE BARRIERS TO EMPLOYMENT. ENRICHMENT FUNDS WERE ALLOCATED FOR TEACHING BASIC EDUCATION AND JOB RELATED SKILLS, AND TRAINING RELATED EXPENSE MONIES WERE USED FOR ALL OTHER MONEY SOLVABLE BARRIERS. (ALSO INCLUDED ARE SIX APPENDIXES.) (AUTHOR)
ERIC: ED094263 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.30)

4988 TRANSITION TO A DESIRED MANPOWER STRUCTURE 1974
SCOTT, D.; CULLINGFORD, G.
OMEGA, VOL.2, NO.6, DEC 1974, P. 793-803. BIBLIOG. 10
ECONOMICS, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR MANAGEMENT, MANAGEMENT, ORGANIZATIONAL BEHAVIOR, QUANTITATIVE METHODS
A METHOD OF INVESTIGATING THE TRANSITION FROM THE EXISTING STATE OF MANPOWER STRUCTURE TO THE PREFERRED STATE FOR COMPANY USE IS DESCRIBED. THE COMPANY BEHAVIOR AND WORKFORCE TOGETHER WITH THE COSTS PROVIDES A FRAMEWORK FOR A SATISFACTORY TRANSITION.
MGMT: OME7420793

4989 THE TRANSITION TO WORK HERE AND ABROAD DO U.S. YOUTH FARE WORSE 69 W
BIENSTOCK, HERBERT
NEW GENERATION:51:1:2-5
DROPOUTS, EMPLOYMENT TRENDS, HIGH SCHOOL GRADUATES, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, UNEMPLOYMENT, YOUTH EMPLOYMENT
ERIC: EJ009091

4990 TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL (TEEM). FINAL REPORT.
CALIFORNIA STATE PERSONNEL BOARD, SACRAMENTO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DOL-21-06-73-36
NOTES: 130P.; FLOWCHART UNDER EXHIBITS H-C IN PART III OF TEXT WILL NOT REPRODUCE WELL IN MICROFICHE DUE TO SMALLNESS OF TYPE; PREPARED BY THE PUBLIC EMPLOYMENT AND AFFIRMATIVE ACTION DIVISION
DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, GUIDES, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MODELS, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM COSTS, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, PROGRAM EVALUATION, QUESTIONNAIRES, TABLES (DATA), UNEMPLOYED, TEEM, TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL
THE FINAL REPORT OF THE TRANSITIONAL EMPLOYEMNT EXPERIMENTAL MODEL (TEEM) PROJECT, A RESEARCH AND DEVELOPMENT PROJECT PROVIDING A POTENTIAL MODEL FOR A LARGE SCALE MANPOWER ABSORPTION PROGRAM IN TIMES OF ECONOMIC NEED, IS PRESENTED. ONE MAJOR PURPOSE OF THE PROJECT WAS TO DEMONSTRATE THE VIABILITY OF PROVIDING SUITABLE JOB PLACEMENT FOR THE

(CONT.)

4990 DISADVANTAGED THROUGH A TWO-STEP TRAINING/PLACEMENT PROCESS WHICH INCLUDED SPECIALIZED VOCATIONAL SERVICES THROUGH HOST AGENCIES AND THE OPPORTUNITY FOR PERMANENT EMPLOYMENT THROUGH RECEIVING AGENCIES. FIVE TRANSITIONAL MODELS WERE DEVELOPED AND TESTED UTILIZING THE HOST/RECEIVING AGENCY CONCEPT TO SAMPLE ALL POTENTIAL MARKETS WHERE PLACEMENT ACTIVITIES COULD OCCUR. AN EXTENSIVE EXAMINATION OF THE PROJECT INCLUDES SUMMARIES AND FULL STATEMENTS OF PROJECT HYPOTHESES, RECOMMENDATIONS, AND FINDINGS; HISTORY AND BACKGROUND OF TEEM; AND PROJECT OPERATION. APPENDED MATERIAL TAKES UP OVER HALF OF THE DOCUMENT AND INCLUDES THE TEEM HANDBOOK, TABLES SHOWING THE NUMBER OF MONTHS PARTICIPANTS WERE PLACED IN HOST AND RECEIVING AGENCIES, SUMMARY OF SUPERVISOR/COUNSELOR QUESTIONNAIRES, AND A SUMMARY OF PARTICIPANT QUESTIONNAIRES. THE TWO-STEP HIRING CONCEPT IS RECOMMENDED FOR USE DURING AN ECONOMIC DOWNTURN, BUT IT IS NOT KNOWN WHETHER THE TEEM MODEL WOULD BE SUITABLE IN A DIFFERENT ECONOMIC CLIMATE. (AUTHOR/LH)

ERIC: ED122060

4991 TRANSITIONAL MANPOWER PROGRAMS. A STATUS REPORT. OCT 70

DEPARTMENT OF DEFENSE, WASHINGTON, D.C. ASSISTANT SECRETARY OF DEFENSE (MANPOWER AND RESERVE AFFAIRS).

NOTES: 67P.

MILITARY PERSONNEL, INTERAGENCY COORDINATION, ADULT VOCATIONAL EDUCATION, VOCATIONAL COUNSELING, TRANSFER OF TRAINING, VOCATIONAL RETRAINING, MILITARY TRAINING, VOCATIONAL ADJUSTMENT, JOB PLACEMENT, PROGRAM DESCRIPTIONS, TRANSITION PROGRAM, REFERRAL PROGRAM, GENERAL SEPARATIONS

TRANSITIONAL MANPOWER PROGRAMS, INCLUDING TRANSITION, REFERRAL, AND GENERAL SEPARATIONS, PROVIDE THE ADJUSTMENT MECHANISM NECESSARY FOR TRANSITION FROM MILITARY TO CIVILIAN OCCUPATIONS. TRANSITION PROVIDES GUIDANCE, TRAINING, AND PLACEMENT INFORMATION TO SERVICEMEN DURING THE LAST 6 MONTHS OF DUTY, WHEREAS REFERRAL ACTS AS A COMPUTERIZED MAN-JOB MATCHING SYSTEM FOR RETIRING SERVICEMEN. ALL ADMINISTRATIVE ACTIVITIES REQUIRED FOR SEPARATION ARE HANDLED UNDER GENERAL SEPARATIONS. INTERGOVERNMENTAL COOPERATION IN THESE PROGRAMS IS SUBSTANTIAL; CARE IS TAKEN NOT TO DUPLICATE SERVICES OFFERED BY OTHER AGENCIES. FEDERAL MANPOWER PROGRAMS, STATE EMPLOYMENT SERVICES, AND OTHER LABOR DEPARTMENT AND STATE AGENCIES ARE UTILIZED WHENEVER POSSIBLE. (BH)

AIM/ARM: VT012476

4992 TRANSPORTATION AGENT (AIR TRANS.) 912.368--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 16P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, TRANSPORTATION, AIR TRANSPORTATION AGENT, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED069774

4993 TRANSPORTATION AS A FACTOR IN THE DELIVERY OF RURAL MANPOWER SERVICES IN PUBLIC SERVICE EMPLOYMENT. FINAL REPORT. SEP 73

LAWRENCE, FREDERICK T.;AND OTHERS

VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 37P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818

EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB TENURE, LOW INCOME GROUPS, PILOT PROJECTS, RURAL AREAS, TRANSPORTATION, UNEMPLOYMENT, MANPOWER RESEARCH, PRIVATE TRANSPORTATION, PUBLIC TRANSPORTATION, VERMONT

THE VERMONT EXPERIMENTAL AND DEMONSTRATION MANPOWER PILOT PROJECT PLACED LOW INCOME UNEMPLOYED INDIVIDUALS IN WAGE SUBSIDIZED JOB SLOTS IN PUBLIC AND NONPROFIT AGENCIES, ANTICIPATING THAT THE WORK EXPERIENCE AND RELATED JOB SKILLS GAINED WOULD ENABLE THEM TO ACQUIRE NONSUBSIDIZED EMPLOYMENT. A QUANTITATIVE ANALYSIS IS PRESENTED OF 196 SPECIAL WORK CLIENTS CONFRONTED WITH THE PROBLEMS OF PRIVATE TRANSPORTATION. ALTHOUGH SINCERE EFFORTS WERE MADE TO COMBAT EACH INDIVIDUAL TRANSPORTATION PROBLEM (TRAINING RELATED EXPENSE MONIES FOR REPAIRS, CAR POOLS, ETC.), IT WAS FOUND THAT THE SEVERE LACK OF PUBLIC TRANSPORTATION AND POOR CONDITION OF PRIVATE VEHICLES WERE IN MANY CASES THE PRIME FACTORS FOR CLIENTS TERMINATING TRAINING. SEVERAL SUGGESTED SOLUTIONS ARE PRESENTED. (ALSO INCLUDED IS A LIST OF TABLES.) (AUTHOR)

ERIC: ED094262 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

4994 TRANSPORTATION CONTROLS AND THE SPATIAL STRUCTURE OF URBAN AREAS 1975
GOLDSTEIN, G.S.: MOSES, L.N.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 289-294.
ECONOMICS, LABOR FORCE, MODELING, POLICY, POLLUTION, TRANSPORTATION, URBAN DEVELOPMENT
THE LONG-RUN EFFECTS OF TRANSPORTATION POLICY ON THE COST ASPECTS OF MASS TRANSIT VERSUS AUTO, INFLUENCE HOUSEHOLD DISTRIBUTION AND CENTRAL CITY ECONOMY. THE CENTRAL CITY IS BEST PRESERVED BY MASS TRANSIT SUBSIDY INSTEAD OF CAR TAX.
MGMT: AER75E0289

4995 TRANSPORTING THE POOR TO WORK MAY 72
BIGLER, HAROLD:KEITH, EUGENE
MANPOWER:4:5:2-8
BUS TRANSPORTATION, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, INNER CITY, UNEMPLOYED
TEST PROJECTS SEEK WAYS TO TAKE INNER CITY RESIDENTS TO SUBURBAN JOBS. (EDITOR)
ERIC: EJ057385

4996 TRENDS IN FEDERAL EMPLOYMENT, 1958-72 OCT 74
GARTAGANIS, ARTHUR J.
MONTHLY LABOR REVIEW:97:10:17-25
EMPLOYMENT TRENDS, GOVERNMENT EMPLOYEES, TABLES (DATA), EMPLOYMENT STATISTICS, OCCUPATIONAL SURVEYS, LABOR FORCE, WHITE COLLAR OCCUPATIONS
THE U. S. GOVERNMENT WORK FORCE EXPANDED FROM 2.2 MILLION IN 1958 TO 2.6 MILLION IN 1972, WITH WHITE-COLLAR EMPLOYEES RISING TO NEARLY 2 MILLION. (AUTHOR/MW)
ERIC: EJ105407

4997 TRENDS IN OCCUPATIONAL SEX DISCRIMINATION: 1969-1973 1976
STAINES, G.L.: QUINN, R.P.: SHEPARD, L.J.
INDUSTRIAL RELATIONS, VOL.15, NO.1, FEB 1976, P. 88-98. BIBLIOG. 7
DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, WOMEN, WOMEN IN BUSINESS
INVESTIGATION OF CHANGES BETWEEN 1969 AND 1973 IN OBJECTIVE AND SUBJECTIVE OCCUPATIONAL SEX DISCRIMINATION.
MGMT: IDR7630038

4998 TRENDS IN OVERTIME HOURS AND PAY, 1969-74 1975
WESTCOTT, D.N.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.2, FEB 1975, P. 45-52. BIBLIOG. 5
BLUE COLLAR WORKER, CONSTRUCTION INDUSTRY, ECONOMICS, LABOR FORCE, LABOR LAW, LABOR UNIONS, MANAGER, OVERTIME, WHITE COLLAR WORKER
DISCUSSION OF THOSE COMPONENTS OF THE LABOR FORCE THAT ARE RESPONSIBLE FOR OVERTIME WORK AND AN ANALYSIS OF TO WHOM PREMIUM PAY IS GIVEN FOR THE OVERTIME WORK DONE.
MGMT: UML7530045

4999 TRENDS IN OVERTIME HOURS AND PAY, 1969-74. SPECIAL LABOR FORCE REPORT 179. 75
WESTCOTT, DIANE N.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 14P.
AGE, BLUE COLLAR OCCUPATIONS, DEMOGRAPHY, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEMALES, LABOR FORCE, MALES, MARITAL STATUS, OCCUPATIONAL SURVEYS, OVERTIME, PREMIUM PAY, RACE, TABLES (DATA), UNION MEMBERS, WAGES, WHITE COLLAR OCCUPATIONS, WORKING HOURS
BASED MAINLY ON CURRENT POPULATION SURVEY 1969-1974 DATA, THE REPORT EXAMINES RECENT TRENDS OF OVERTIME WORK, THE IMPACT OF OVERTIME WORK ON EARNINGS, AND THE CURRENT AND PAST COMPOSITION OF THE OVERTIME FORCE. IN MAY, 1974 ABOUT 16.1 MILLION WORKERS, ONE OUT OF EVERY FIVE EMPLOYED PERSONS, REPORTED WORKING MORE THAN 40 HOURS IN HIS/HER PRINCIPAL JOB: 6.7 MILLION OF THIS NUMBER RECEIVED PREMIUM PAY FOR THEIR WORK. ALTHOUGH ONE-HALF OF OVERTIME PERSONS WERE WHITE-COLLAR WORKERS, ONLY ONE-FIFTH OF THESE WORKERS RECEIVED OVERTIME PAY. BLUE-COLLAR WORKERS ACCOUNTED FOR TWO-FIFTHS OF THE PERSONS ON EXTENDED WORKWEEKS: NEARLY THREE-FOURTHS OF THE WORKERS RECEIVED PREMIUM PAY. MALE WORKERS WERE ALMOST THREE TIMES AS LIKELY AS WOMEN WORKERS TO WORK OVERTIME. WHITE MEN WERE MORE LIKELY TO WORK OVERTIME THAN BLACKS: HOWEVER, BLACK MEN WERE MORE LIKELY TO RECEIVE PREMIUM PAY FOR OVERTIME HOURS. A GREATER PERCENTAGE OF UNION MEMBERS (ONE-FIFTH OF ALL OVERTIME WORKERS) RECEIVED PREMIUM PAY THAN NONUNION MEMBERS. THE PROPORTION OF EMPLOYEES WORKING OVERTIME WITH PREMIUM PAY VARIED WIDELY AMONG DIFFERENT INDUSTRIES AND OCCUPATIONS. RELATIVELY LITTLE GROWTH IN THE NUMBER OF OVERTIME WORKERS WAS SHOWN FOR THE SIX-YEAR PERIOD. (EA)
ERIC: ED110791

5000 TRENDS IN THE FEDERAL EMPLOYMENT OF BLACKS 1975
GIBSON, F.K.: YEAGER, S.
PUBLIC PERSONNEL MANAGEMENT, VOL.4, NO.3, MAY-JUNE 1975, P. 189-95. BIBLIOG. 4
CIVIL SERVICE, EEO, HUMAN RESOURCE DEVELOPMENT, MINORITIES
SURVEYS REGIONAL STANDING OF BLACKS IN CIVIL SERVICE POSITIONS, POSITION LEVEL AND IMPROVEMENT PERCENTAGES FROM 1960-1973.
MGMT: PPM7540189

5001 TRENDS IN THE LEVEL AND DISTRIBUTION OF INCOME IN METROPOLITAN AREAS, 1959-1969. DISCUSSION PAPER 316-75. NOV 75
DANZIGER, SHELDON
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 20P.
ECONOMIC CLIMATE, ECONOMIC FACTORS, ECONOMIC OPPORTUNITIES, ECONOMIC RESEARCH, INCOME, METROPOLITAN AREAS, POVERTY RESEARCH, STATISTICAL DATA, TREND ANALYSIS, URBAN AREAS, URBAN POPULATION, INCOME DISTRIBUTION
AN OVERVIEW OF THE LEVEL AND DISTRIBUTION OF INCOME FOR A SAMPLE OF STANDARD METROPOLITAN STATISTICAL AREAS (SMSAS) DURING THE PERIOD 1959-1969, USING DATA ON PRETAX PRETRANSFER INCOMES PUBLISHED BY THE INTERNAL REVENUE SERVICE, IS PRESENTED IN THIS PAPER. SEVERAL RESULTS ARE DESCRIBED. (1) THE LEVEL AND DISTRIBUTION OF INCOME VARY WIDELY AMONG THE SMSAS. (2) A MAJORITY OF THE SMSAS EXPERIENCE AN INCREASE IN INEQUALITY DURING THE 1959-1969 PERIOD. (3) DIFFERENCES AMONG THE SMSAS IN BOTH INCOME LEVEL AND DEGREE OF INCOME INEQUALITY NARROWS. (4) HIGHER RATES OF GROWTH OF INCOME ARE ASSOCIATED WITH SMALLER INCREASES IN INEQUALITY. WHILE THIS PAPER IS DESCRIPTIVE, THE AUTHOR HOPES THAT THE DATA SET WILL BE USEFUL FOR TESTING THEORIES THAT RELATE THE INCOME LEVEL AND INCOME DISTRIBUTIONS OF METROPOLITAN AREAS TO THEIR URBAN PROBLEMS--FOR EXAMPLE, WHETHER INCREASES IN SMSA CRIME RATES OR THE INCIDENCE OF URBAN RIOTS OR URBAN FISCAL PROBLEMS CAN BE EXPLAINED BY CHANGES IN THE LEVEL AND DISTRIBUTION OF METROPOLITAN AREA INCOMES. (AUTHOR/AM)
ERIC: ED128478

5002 TRENDS IN WORK RATES OF WHITE FEMALES, 1890 TO 1950 JUL 73
HABER, SHELDON
INDUSTRIAL AND LABOR RELATIONS REVIEW:26:4:1122-1134
WORKING WOMEN, LABOR FORCE, INDUSTRIAL STRUCTURE, MANPOWER NEEDS, EMPLOYMENT PATTERNS, CAUCASIANS, LABOR ECONOMICS, ORGANIZATIONAL CHANGE, EMPLOYMENT TRENDS, TREND ANALYSIS
ERIC: EJ081794

5003 TRI-FAITH TRUCKING TERMINAL EMPLOYMENT PROJECT (JULY 1, 1968-DECEMBER 31, 1969). FINAL REPORT. 69
CHICAGO CONFERENCE ON RELIGION AND RACE, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 52P.
EMPLOYMENT PROGRAMS, MINORITY GROUPS, JOB TRAINING, JOB PLACEMENT, ECONOMICALLY DISADVANTAGED, LABOR UNIONS, VOCATIONAL FOLLOWUP, DEMONSTRATION PROGRAMS, DOCK WORKERS
THIS EMPLOYMENT PREPARATION AND POST-PLACEMENT SUPPORT PROGRAM WAS DESIGNED TO ENABLE MINORITY GROUP WORKERS TO FILL OPENINGS AS DOCK WORKERS WITH CHICAGO-AREA TRUCKING COMPANIES. A PROBLEM HAD EXISTED, IN THAT PERSONS LEAVING OPENINGS EITHER LEFT THE TRUCKING INDUSTRY OR WERE PROMOTED; THEREFORE, NO POOL OF EXPERIENCED WORKERS REMAINED FOR EMPLOYERS TO HIRE FROM. THE PROGRAM WAS SET UP WITH A STAFF OF EIGHT EXPERIENCED PERSONS, AND THE TRAINEES CAME FROM THE TRI-FAITH EMPLOYMENT PROJECT, HUMAN WELFARE AGENCIES AND COMMUNITY ORGANIZATIONS, AND LABOR UNIONS. THE TRAINING WAS DIVIDED INTO FOUR 1-WEEK SEGMENTS WHERE TRAINEES HAD TO LEARN A NEW JOB AND NEW WORK HABITS, AND THEY WERE ISSUED A BOOKLET ABOUT EQUIPMENT AND TERMINOLOGY. A STUDY SHOWED THAT 70 PERCENT OF THE PROGRAM GRADUATES ATTAINED UNION STATUS, AS COMPARED TO 44 TO 56 PERCENT FOR NEW EMPLOYEES FROM OTHER SOURCES. (GEB)
AIM/ARM: VT013557

5004 TRICOT-KNITTING-MACHINE OPERATOR (KNIT GOODS) 685.895--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. AUG 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CLOTHING, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NEEDLE TRADES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GARMENT INDUSTRY, GATB, GENERAL APTITUDE TEST BATTERY, KNIT GOODS, TRICOT KNITTING MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063529

5005 TROUBLED TRANSITION FROM SCHOOL TO WORK NOV 76
BURDETSKY, BEN
WORKLIFE:1:11:2-9

(CONT.)
5005 YOUTH PROBLEMS, YOUTH EMPLOYMENT, NEGRO YOUTH, FEDERAL PROGRAMS, GOVERNMENT ROLE, UNEMPLOYMENT, DISADVANTAGED YOUTH, SECONDARY EDUCATION, WORK STUDY PROGRAMS, CAREER OPPORTUNITIES, CAREER EDUCATION, FEDERAL LEGISLATION, FEDERAL GOVERNMENT, UNITED STATES
DESCRIBES THE CHRONICALLY HIGH YOUTH UNEMPLOYMENT RATES, PARTICULARLY AMONG TEENAGERS, AND DISCUSSES A NUMBER OF CONGRESSIONAL PROPOSALS, SUCH AS A SPECIAL YOUTH EMPLOYMENT PROGRAM, A YOUTH CORPS, AND A PRESIDENTIAL ADVISOR ON YOUTH. (WL)
ERIC: EJ150967

5006 TRUCKING INDUSTRY TRAINING PROJECT. FINAL REPORT. AUG 73
SANBURN, DONALD D.
CALIFORNIA UNIV., LOS ANGELES. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 13P.
COURT LITIGATION, EDUCATIONAL OBJECTIVES, ENTRY WORKERS, JOB TRAINING, MINORITY GROUPS, ON THE JOB TRAINING, TRUCKING INDUSTRY
THE REPORT WAS PREPARED UNDER A GRANT MADE TO INVESTIGATE THE POSSIBILITIES OF ESTABLISHING AN ORGANIZED SYSTEM OF TRAINING FOR THE TRUCKING INDUSTRY. IT DISCUSSES ATTEMPTS TO DISSEMINATE INFORMATION ON TRAINING, LEARNED THROUGH OPERATION OF AN EXPERIMENTAL AND DEMONSTRATION PROJECT IN PICO RIVERA, CALIFORNIA. IT DISCUSSES PROBLEMS OF COMPLIANCE AND CARRY-OVER SENIORITY FOR MINORITIES. IT INDICATES THE INTENTION OF THE TEAMSTERS UNION AND THE TRUCKING EMPLOYERS, INC. TO ESTABLISH A SYSTEM OF TRAINING FOR THE TRUCKING INDUSTRY THROUGH CONTRACTUAL AGREEMENT. (AUTHOR)
ERIC: ED089057 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 224 525, MF $1.45, HC $2.75)

5007 THE TRUTH ABOUT UNEMPLOYMENT 1977
FORBES, VOL.119, NO.4, FEB 15, 1977, P. 97.
ECONOMICS, GOVERNMENT POLICY, INFLATION, UNEMPLOYMENT
NOTES THE COMMON GOALS OF THE FORD AND CARTER ADMINISTRATIONS: THE LOWEST RATE OF UNEMPLOYMENT WITHOUT INFLATION.
MGMT: F397731597

5008 TRYING TO BE EQUABLE ABOUT EQUAL EMPLOYMENT 1975
FAHEY, P.E.; PATI, G.C.
THE CONFERENCE BOARD RECORD, VOL.12, NO.9, SEPT 1975, P. 37-40.
AFFIRMATIVE ACTION, CORPORATE BEHAVIOR, EEO, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, MANAGEMENT, PERFORMANCE, PERSONNEL MANAGEMENT
OFFERS EXAMPLES OF THE REAL LEVEL OF SUCCESS OF THE EQUAL EMPLOYMENT OPPORTUNITY ACT. ORGANIZATIONAL CLIMATE MUST CHANGE AND MANPOWER PLANNING MUST BE GIVEN SERIOUS ATTENTION BEFORE EQUAL OPPORTUNITY WILL TRULY HAPPEN.
MGMT: C3975I0037

5009 TUBE-MACHINE OPERATOR (ELEC. EQUIP.) 7-00.216--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TUBE MACHINE OPERATORS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069779

5010 TURNING IDEAS INTO GOLD 1975
TATTER, M.A.
MANAGEMENT REVIEW, VOL.64, NO.3, MARCH 1975, P. 4,10.
COMMUNICATION IN ORGANIZATIONS, COST SAVING, EFFICIENCY, INFORMATION SYSTEMS, JOB MOTIVATION, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY
THE ARTICLE GIVES EXAMPLES OF INCREASED PRODUCTIVITY AND OF COST REDUCTIONS THAT RESULT FROM THE IMPLEMENTATION OF AN EMPLOYEE SUGGESTION SYSTEM.
MGMT: MR975C0004

5011 TURNING ON A NATIONAL AGENCY THE JOB CORPS DRUG WORKSHOP EXPERIENCE SUM 74
NELSON, SCOTT H.; AND OTHERS
JOURNAL OF DRUG EDUCATION;4;2;209-223
DRUG EDUCATION, WORKSHOPS, EDUCATIONAL PROGRAMS, COMMUNITY INVOLVEMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, DRUG ABUSE, AGENCIES

(CONT.)

5011 THE AUTHORS DESCRIBE THE SOMETIMES PAINFUL PROCESS OF DEVELOPING A SERIES OF DRUG TRAINING WORKSHOPS FOR A NON-HELATH AGENCY. THEY THEN DISCUSS THE PRINCIPLES AND PROCEDURES THEY FOLLOWED TO ACHIEVE A SUCCESSFUL RESULT, AND MAKE SUGGESTIONS FOR OTHERS WHO ARE PLANNING DRUG EDUCATION PROGRAMS. (AUTHOR)
ERIC: EJ105537

5012 TURNOVER AND TRAINING A SOCIAL-PSYCHOLOGICAL STUDY OF DISADVANTAGED WORKERS. SEP 70
QUINN, RICHARD P.;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER.
NOTES: 299P.
AGE DIFFERENCES, ANALYSIS OF VARIANCE, CHANGING ATTITUDES, DISADVANTAGED GROUPS, FINANCIAL SUPPORT, JOB PLACEMENT, JOB TRAINING, LABOR TURNOVER, MALES, MARITAL STATUS, NEGROES, PROGRAM EVALUATION, QUESTIONNAIRES, RACIAL ATTITUDES, SKILL DEVELOPMENT, STATISTICAL DATA, WORK ATTITUDES, WORK ENVIRONMENT, WORK EXPERIENCE
THIS STUDY SURVEYED EXPERIENCES AND CHARACTERISTICS OF HARD CORE UNEMPLOYED BLACK MEN ENTERING A VESTIBULE TRAINING PROGRAM CONDUCTED BY A LARGE MANUFACTURING FIRM; AND A COMPARISON GROUP OF DIRECT HIRES. VESTIBULE TRAINEES WERE GUARANTEED AN ENTRY LEVEL JOB AFTER COMPLETING SEVERAL WEEKS OF TRAINING. TURNOVER AMONG DIRECT HIRES WAS ATTRIBUTED LARGELY TO MONOTONOUS, PHYSICALLY EXHAUSTING, OR DANGEROUS WORKING CONDITIONS REPORTED; BUT SEVERAL PERSONAL CHARACTERISTICS (BEING YOUNG AND UNMARRIED, POOR JOB HISTORY, NOT HAVING TO PAY MOST OF ONES HOUSEHOLD BILLS AND DARKER SKIN) WERE ALSO RELEVANT. TRAINING PROGRAM TURNOVER WAS RELATED TO TRAINEE ATTITUDES TOWARD THE SCHEDULING OF TRAINING SESSIONS; IT WAS HIGHEST AMONG DARKER SKINNED TRAINEES WITH MILITANT RACIAL ATTITUDES. ALTHOUGH TRAINING MAY HAVE CHANGED ATTITUDES (ESPECIALLY TOWARD TIME, WORK, AND PERSONAL SENSE OF ACHIEVEMENT), IT HAD NO DISCERNIBLE EFFECT ON JOB SKILL DEVELOPMENT OR SUBSEQUENT TURNOVER. EMPHASIS WAS URGED ON IMPROVING WORKING CONDITIONS ON INDUSTRIAL ENTRY LEVEL JOBS RATHER THAN TRAINING MEN TO ADAPT TO UNPLEASANT, HIGH TURNOVER JOBS. (THE DOCUMENT INCLUDES QUESTIONNAIRES, 54 TABLES AND FIGURES, AND ITEMS USED IN STATISTICAL COMPARISONS.) (LY)
ERIC: ED042990

5013 TURRET LATHE OPERATOR 604.782; DRILL PRESS OPERATOR 606.782; PUNCH PRESS OPERATOR I 615.782 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 52
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, DRILL PRESS OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, PUNCH PRESS OPERATOR, TURRET LATHE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060072

5014 TURRET-LATHE OPERATOR 4-78.021 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 52
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TURRET LATHE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060073

5015 THE TUSKEGEE INSTITUTE HANDBOOK FOR GUIDANCE COUNSELORS OF DISADVANTAGED ADULTS. 66
JONES, LEWIS W.;AND OTHERS
DEPARTMENT OF HEALTH, EDUCATION AND WELFARE, WASHINGTON, D.C.; TUSKEGEE INST., ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 140P.
ADULT BASIC EDUCATION, ADULT COUNSELING, ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, GROUP COUNSELING, GUIDANCE COUNSELING, GUIDES, INDIVIDUAL COUNSELING, LOW INCOME GROUPS, REHABILITATION COUNSELING, REMEDIAL INSTRUCTION, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL REHABILITATION
THE PROJECT AIMED TO PROVIDE DISADVANTAGED ADULTS WITH ELEMENTARY TRAINING IN VOCATIONAL SKILLS AND INSTRUCTION IN THOSE BASIC COMMUNICATION AND COMPUTATION SKILLS DEEMED ESSENTIAL FOR EFFECTIVE PURSUIT OF A VOCATION. THE 109 ADULT TRAINEES MET THE FOLLOWING SELECTION CRITERIA (1) HEAD OF 2 FAMILY OR HOUSEHOLD, (2) UNEMPLOYED OR UNDEREMPLOYED, (3) A RESIDENT OF THE STATE OF ALABAMA, AND (4) EVIDENCE OF 2 YEARS OF EMPLOYMENT SOME TIME IN THE PAST. THE TRAINEES WERE ALSO CHARACTERIZED BY (1) LOW LITERACY, LESS THAN AN 8TH GRADE EDUCATION, (2) LOW INCOME, AN ANNUAL FAMILY INCOME OF LESS THAN $3,000 WITH HIGH LEVELS OF UNEMPLOYMENT AND UNDEREMPLOYMENT, AND (3) CULTURAL LIMITATIONS, LIFE STYLES, THOUGHT FORMS, AND INSTITUTIONAL PARTICIPATION PATTERNS WHICH HAVE BEEN NARROWLY RESTRICTED. COUNSELING OF TRAINEES WAS DEVISED AS A FEATURE OF THE RESEARCH PROGRAM AND MATERIAL PRESENTED IN THE REPORT ADDRESSES THE CONCERNS OF COUNSELORS WHO DEAL WITH COMPARABLE POPULATIONS. NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT . (CH)
ERIC: ED030730

5016 TV GOES TO PRISON MAY 73
WOLFF, JURGEN M.
EDUCATIONAL BROADCASTING:6:3:13-15,35
TELEVISION, PRODUCTION TECHNIQUES, TRADE AND INDUSTRIAL EDUCATION, JOB TRAINING, CORRECTIONAL EDUCATION, TELEVISION CURRICULUM, MEDIA TECHNOLOGY, VOCATIONAL TRAINING CENTERS, DEUEL VOCATIONAL INSTITUTION
A DESCRIPTION OF THE DEUEL VOCATIONAL INSTITUTIONS PROGRAM WHICH TRAINS PRISON INMATES IN TV PRODUCTION. (HB)
ERIC: EJ079039

5017 TWISTER-TENDER (ASBESTOS PROD; GLASS MFG.; SYNTHETIC FIBERS; TEXTILE) 681.885--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TWISTER TENDER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069639

5018 TWO INCOME MAINTENANCE PLANS, WORK INCENTIVES AND THE CLOSURE OF THE POVERTY GAP JUL 72
HILL, C. RUSSELL
INDUSTRIAL AND LABOR RELATIONS REVIEW:25:4:545-555
COMPARATIVE ANALYSIS, ECONOMICALLY DISADVANTAGED, GUARANTEED INCOME, MOTIVATION, POVERTY PROGRAMS, WORK ATTITUDES, FAMILY ASSISTANCE PLAN, FAP
ERIC: EJ060461

5019 TWO SHIFT JABS AT CARTERS TWIN GOALS 1977
ZUCKER, S.
BUSINESS WEEK, NO.2493, JULY 25, 1977, P. 14.
AUTOMOBILE INDUSTRY, ECONOMIC GROWTH, ECONOMIC TRENDS, ECONOMICS, INFLATION, MONEY SUPPLY, UNEMPLOYMENT
TWO LIBERAL ECONOMISTS DOUBT CARTER ADMINISTRATIONS ABILITY TO SIGNIFICANTLY REDUCE UNEMPLOYMENT AND INFLATION AUTO SALES ARE UP MONEY SUPPLY PROVES UNPREDICTABLE.
MGMT: BWE77G2516

5020 TWO SUPPLY CURVES FOR ECONOMISTS. IMPLICATIONS OF MOBILITY AND CAREER ATTACHMENT OF WOMEN 1975
REAGAN, B.B.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 100-107. BIBLIOG. 3
CAREER DEVELOPMENT, ECONOMICS, MODELING, WOMEN IN BUSINESS

(CONT.)
5020 USING A SURVEY OF WOMEN ECONOMISTS CAREERS, A MODEL IS TESTED FOR TWO SUPPLY CURVES. FACTORS INVOLVED ARE: DEGREE LEVEL, MOBILITY, CHILD CARE, MALE DISTASTE AND EARNING POSITION IN FAMILY.
MGMT: AER75E0100

5021 TWO-STAGE REPLACEMENT STRATEGIES AND THEIR APPLICATION TO MANPOWER PLANNING 1974
ROBINSON, D.
MANAGEMENT SCIENCE, VOL.2, NO.21, OCT 1974, P. 199-205. BIBLIOG. 16
HUMAN RESOURCE DEVELOPMENT, LABOR TURNOVER, MANAGEMENT TRAINING, ORGANIZATION PLANNING, QUANTITATIVE METHODS, STOCHASTIC, STOCHASTIC MODEL, TRAINING AND DEVELOPMENT, TURNOVER
AN EXTENSION OF RENEWAL THEORY (THEORY OF OPTIMAL REPLACEMENT SCHEMES FOR COMPONENTS OF A COMPLEX SYSTEM) TO SYSTEMS OF MANPOWER, IN SUCH A WAY AS TO DETERMINE OPTIMUM SIZE FOR A TRAINING POOL FROM WHICH REPLACEMENTS FOR THE MANAGERIAL GRADE ARE TO BE DRAWN, GIVEN A PREDETERMINED AVERAGE INTERVAL FOR PROMOTION. BOTH A RANDOM SYSTEM OF PROMOTION AND ONE PREDICATED ON SENIORITY ARE CONSIDERED.
MGMT: MSC74J0199

5022 THE TWO-YEAR COLLEGE ANSWER TO THE NEEDS OF THE CAREER-MINDED STUDENT FEB/MAR 75
FLAHERTY, JOHN J.
COLLEGE STUDENT JOURNAL:9:1:46-49
JUNIOR COLLEGES, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, COMMUNITY COLLEGES, POST SECONDARY EDUCATION, CURRICULUM DEVELOPMENT, JUNIOR COLLEGE STUDENTS
AS TECHNOLOGICAL ADVANCES CONTINUE, IN-DEPTH TECHNICAL TRAINING MAY REPLACE THE TRADITIONAL FOUR-YEAR LIBERAL ARTS COLLEGE EDUCATION AS THE KEY TO A SATISFYING CAREER. TWO-YEAR COLLEGES WHICH OFFER GOOD TECHNICAL AND VOCATIONAL TRAINING WILL FIND INCREASING NUMBERS OF STUDENTS TURNING TO THEM. (AUTHOR)
ERIC: EJ120703

5023 THE TYPE A MANAGER 1977
HOWARD, J.
MANAGEMENT TODAY, MAY 1977, P. 86-88.
HEALTH HAZARD, JOB MOTIVATION, JOB SATISFACTION, MANAGEMENT, MANAGER BEHAVIOR, MANAGER PROFILE, MEDICAL, PRODUCTIVITY, RISK, WORKING CONDITIONS
TYPE A MANAGERS ARE MORE AGGRESSIVE AND EXTROVERTED BUT TWICE AS PRONE TO HEART DISEASE AS TYPE B-THE COOL, PASSIVE MANAGER. MORE PRODUCTIVITY AND LESS RISK WOULD EVOLVE FROM TYPE AS SLOWING DOWN AND MODIFICATION OF THE COMPULSIVE BEHAVIOR.
MGMT: MTO77E0086

5024 TYPESETTER-PERFORATOR OPERATOR (PRINT. & PUB.)1-37.41; TAPE-PERFORATING-MACHINE OPERATOR (PRINT. & PUB.)--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 3P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GRAPHIC ARTS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TAPE PERFORATING MACHINE OPERATOR, TYPESETTER PERFORATOR OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED056459

5025 TYPICAL CLASS SPECIFICATIONS FOR PROFESSIONAL POSITIONS IN PUBLIC LIBRARIES UNDER CIVIL SERVICE. REVISED. FEB 74
NEW YORK LIBRARY ASSOCIATION, NEW YORK.
NOTES: 22P.
CAREER LADDERS, EMPLOYMENT QUALIFICATIONS, GOVERNMENT EMPLOYEES, JOB ANALYSIS, LIBRARIANS, LIBRARY TECHNICIANS, OCCUPATIONAL INFORMATION, PERSONNEL SELECTION, PUBLIC LIBRARIES, CIVIL SERVICE, NEW YORK
REVISED CLASS SPECIFICATIONS ARE PROVIDED FOR PROFESSIONAL STAFFING IN PUBLIC LIBRARIES OF VARIOUS SIZES IN NEW YORK STATE. DESCRIPTIONS ARE PROVIDED FOR EACH JOB WITHIN THE CIVIL SERVICE HIERARCHY LIBRARY ASSISTANT, LIBRARY TRAINEE, LIBRARIAN I-IV (INCLUDING SPECIAL SERVICES), AND THE VARIOUS GRADES OF LIBRARY ASSISTANT DIRECTOR AND DIRECTOR. EACH JOB DESCRIPTION ENUMERATES DUTIES, DISTINGUISHING FEATURES OF THE JOB CLASS, AND EMPLOYMENT QUALIFICATIONS. (SL)
ERIC: ED100330 NEW YORK LIBRARY ASSOCIATION, 60 EAST 42ND STREET, SUITE 1242, NEW YORK, NEW YORK 10017 ($2.00)

5026 TYPING, SHORTHAND, AND OCCUPATIONAL ASSIGNMENTS OF WOMEN SOME BLACK-WHITE DIFFERENTIALS. SEP 72
RODERICK, ROGER D.;SHEA, JOHN R.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 25P.
BUSINESS SKILLS, CAUCASIANS, COMPARATIVE ANALYSIS, EDUCATIONAL OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), GEOGRAPHY, NEGROES, OFFICE OCCUPATIONS, RACIAL DIFFERENCES, RURAL URBAN DIFFERENCES, SOUTHERN SCHOOLS, STENOGRAPHY, TYPEWRITING, WORKING WOMEN
THE PURPOSE OF THIS PAPER IS TO EXAMINE SOME OF THE FACTORS THAT MAY HELP TO EXPLAIN BLACK-WHITE DIFFERENCES IN HAVING HAD TYPING AND/OR SHORTHAND COURSES IN HIGH SCHOOL AND IN HAVING USED SUCH TRAINING IN OCCUPATIONS OSTENSIBLY REQUIRING THESE SKILLS. DATA ARE FROM THE NATIONAL LONGITUDINAL SURVEYS, WITH THE SUBSETS UNDER CONSIDERATION CONSISTING OF FULL-TIME FEMALE EMPLOYEES WHO HAD COMPLETED 12 YEARS OF SCHOOL. WHILE URBAN-NONURBAN VARIATIONS IN TYPING/SHORTHAND TRAINING WERE SLIGHT, BLACK GIRLS FROM THE URBAN SOUTH WERE LESS LIKELY TO HAVE HAD SUCH TRAINING THAN WERE BLACKS FROM THE URBAN NON-SOUTH. A NOTICEABLE INTERCOLOR DIFFERENCE WAS FOUND IN ASSIGNMENTS TO CLERICAL POSITIONS, WITH BLACKS EMPLOYED AS SECRETARIES AND STENOGRAPHERS FAR LESS FREQUENTLY THAN WHITES. A POSITIVE RELATIONSHIP WAS FOUND BETWEEN MENTAL ABILITY AND SHORTHAND/TYPING EDUCATIONAL BACKGROUND, WITH ABILITY SCORES FOR BLACKS ON THE AVERAGE BELOW THOSE FOR WHITES. ALTHOUGH TRAINING IN TYPING AND SHORTHAND WAS DIRECTLY RELATED TO CLERICAL JOB ASSIGNMENT, EVEN THE PROPORTION OF WHITES WITH TRAINING IN BOTH AREAS WHO WERE ACTUALLY WORKING IN SECRETARIAL AND STENOGRAPHIC POSITIONS WAS LOW. THE FACT THAT TRAINING IN TYPING AND SHORTHAND IS NOT AVAILABLE IN SOME SMALL RURAL SOUTHERN SCHOOLS MAY WORK TO THE DETRIMENT OF BLACKS MORE THAN WHITES. (MF)
ERIC: ED076802 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 971, MF $.95, HC $3.00)

5027 A TYPOLOGICAL APPROACH TO THE RELATIONSHIP BETWEEN THE MOTIVATION TO WORK AND JOB SATISFACTION. AUG 69
LANDY, FRANK J.
BOWLING GREEN STATE UNIV., OHIO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 35P.; PH.D. DISSERTATION, BOWLING GREEN STATE UNIVERSITY
BEHAVIOR PATTERNS, ENGINEERS, JOB SATISFACTION, MOTIVATION, PREDICTION, QUESTIONNAIRES, WORK ATTITUDES
DOES KNOWLEDGE OF MOTIVATIONAL TYPE INCREASE THE EFFICIENCY OF PREDICTING JOB SATISFACTION PATTERNS DO CHANGES IN MOTIVATIONAL TYPE OCCUR AS A FUNCTION OF JOB EXPERIENCE ANSWERS TO THE ABOVE QUESTIONS WERE SOUGHT IN A STUDY OF 175 PROFESSIONAL ENGINEERS EMPLOYED IN SIX ORGANIZATIONS. DATA WERE COLLECTED BY THE AUTHOR WITH A SATISFACTION INVENTORY AND INTERVIEWS CONCERNING WORK HISTORY. CO-WORKERS, SELECTED BY THE SUBJECTS, RATED THE SUBJECTS ON SEVEN WORK MOTIVATION SCALES AND SIX PERFORMANCE SCALES. CLUSTER ANALYSIS, AN EFFICIENT MULTIVARIATE TECHNIQUE, WAS USED TO IDENTIFY RELATIONSHIPS AMONG SATISFACTION MEASURES, MOTIVATIONAL MEASURES, AND SUBGROUPS OF INDIVIDUALS. IT WAS CONCLUDED THAT THE FINDINGS WERE NOT RESPONSIVE TO THE MAJOR QUESTIONS IN THIS STUDY. HOWEVER, THE TECHNIQUE OF SUBGROUPING AS A BASIS FOR SHOWING RELATIONSHIPS BETWEEN ATTITUDES AND BEHAVIOR DOES SHOW PROMISE. (CH)
ERIC: ED053251 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-185984, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

5028 U. S. EMPLOYMENT POLICY FROM THE 1960S TO THE 70S SPR 72
MILLER, S. M.;CORWIN, R. D.
NEW GENERATION;54;2;1-13
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, GOVERNMENT ROLE, POLICY FORMATION, POLITICAL ISSUES, PUBLIC POLICY, UNITED STATES HISTORY
DRAWING ATTENTION TO THE IMPORTANT DISTINCTION BETWEEN MACRO- AND MICRO-EMPLOYMENT POLICY, TRACES AND ANALYZES THE EVOLUTION OF AMERICAN EMPLOYMENT PUBLIC POLICY. (JM)
ERIC: EJ064091

5029 U.S. ARMED FORCES MINORITY OFFICER PROCUREMENT. TECHNICAL REPORT NO. 75-23. OCT 75
BERNAFDEAU, CHRISTINE;AND OTHERS
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. DEPARTMENT OF DEFENSE, WASHINGTON, D.C. MANPOWER REQUIREMENTS AND ANALYSIS.
NOTES: 37P.
ARMED FORCES, DEMOGRAPHY, EMPLOYMENT PATTERNS, MANPOWER UTILIZATION, MILITARY PERSONNEL, MINORITY GROUPS, MODELS, OFFICER PERSONNEL, RECRUITMENT, SIMULATION, SOCIOECONOMIC INFLUENCES, TABLES (DATA)
FINDINGS REGARDING MINORITY OFFICER PROCUREMENT IN THE ARMED FORCES ARE ANALYZED IN TERMS OF CONCEPTS AND STANDARDS REGARDING MINORITY OFFICER REPRESENTATION AND OF METHODS FOR ACHIEVING MINORITY REPRESENTATION GOALS. CHAPTER 1, CONCEPTS AND STANDARDS OF REPRESENTATION, DISCUSSES SOCIOPOLITICAL AND SOCIOECONOMIC CRITERIA SUBDIVIDED THROUGH THE USE OF BASIC DEMOGRAPHIC VARIABLES. CHAPTER 2, MINORITY OFFICER REPRESENTATION STATUS AND OBJECTIVES, PRESENTS A STATISTICAL ANALYSIS OF THE CURRENT COMPOSITION OF THE OFFICER CORPS IN TERMS OF END STRENGTHS, LOSS PATTERNS, AND ACCESSION PATTERNS WITH A SUMMARY OF OBJECTIVES SET BY EACH SERVICE. CHAPTER 3, SIMULATION MODELS, DESCRIBES ARMY SOURCES OF PROCUREMENT, COMPARES THEM WITH OTHER SERVICES, AND DISCUSSES SIMULATED METHODS FOR ACHIEVING ARMY MINORITY OFFICER GOALS. THE ANALYSIS IS SUPPLEMENTED BY 4 CHARTS, 7 GRAPHS, AND 46 TABLES. MAJOR FINDINGS INDICATE A LACK OF COORDINATED

(CONT.)

5029 DEPARTMENT OF DEFENSE POLICY REGARDING MINORITY OFFICER ACCESSION: NO SIGNIFICANT EDUCATIONAL GAP BETWEEN MINORITY AND WHITE OFFICERS: MINORITY OFFICERS ARE IN PREDOMINANTLY LOWER RANKS, WITH LOWER LOSS RATES: MINORITY OFFICER ACCESSION PERCENTAGES ARE INCREASING FOR THE NAVY, AIR FORCE, AND THE MARINE CORPS, WITH ARMY ACCESSION VARIABLE: AND THE ARMY SIMULATION MODEL OF OFFICER SOURCES OF PROCUREMENT INDICATES THAT THE ARMY CAN REACH ANY PROCUREMENT LEVEL IT DEFINES. (LH)
ERIC: ED117331

5030 THE U.S. CAN SQUEEZE OUT WASTE AND STILL GROW 1977
SCHLESINGER, J.R.
BUSINESS WEEK, NO.2480, APRIL 25, 1977, P. 70-71.
CONSERVATION, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, ENERGY, GOVERNMENT POLICY
ENERGY CZAR JAMES SCHLESINGER DOUBTS THAT THERE IS A LOCKSTEP RELATIONSHIP BETWEEN ECONOMIC GROWTH AND ENERGY CONSUMPTION. IN ANY EVENT, HE ARGUES THAT THE FEDERAL GOVERNMENTS EMPHASIS UPON ENERGY CONSERVATION WILL NOT BE SO STRINGENT THAT GROWTH AND EMPLOYMENT GAINS WILL BE PREVENTED.
MGMT: BWE7702575

5031 THE U.S. EMPLOYMENT SERVICE TESTS AND ASSESSMENT TECHNIQUES. U.S. EMPLOYMENT SERVICE TEST RESEARCH REPORT NO. 32. 77
DROEGE, ROBERT C.:AND OTHERS
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 27P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, INTEREST TESTS, LITERACY, MEASUREMENT TECHNIQUES, OCCUPATIONAL TESTS, PERSONNEL SELECTION, SCORING, TEST INTERPRETATION, VOCATIONAL APTITUDE, VOCATIONAL COUNSELING, VOCATIONAL INTERESTS, WORK SAMPLE TESTS, BASIC OCCUPATIONAL LITERACY TEST, GENERAL APTITUDE TEST BATTERY, JEVS WORK SAMPLE ASSESSMENT, NONREADING APTITUDE TEST BATTERY
THE FOLLOWING TESTS AND TECHNIQUES HAVE BEEN DEVELOPED BY THE U.S. EMLOYMENT SERVICE FOR THE MEASUREMENT OF OCCUPATIONAL APTITUDE, CLERICAL SKILLS, LITERACY SKILLS, AND OCCUPATIONAL INTEREST GENERAL APTITUDE TEST BATTERY (GATB), NONREADING APTITUDE TEST BATTERY (NATB), SPECIFIC APTITUDE TEST BATTERY (SATB), CLERICAL SKILLS TESTS, BASIC OCCUPATIONAL LITERACY TEST (BOLT), PRETESTING ORIENTATION TECHNIQUES, JEVS WORK SAMPLE ASSESSMENT, AND INTEREST CHECK LIST (ICL). THESE TESTS AND ASSESSMENT TECHNIQUES ARE DESCRIBED IN DETAIL IN THIS REPORT. THESE TESTS HAVE WIDE APPLICABILITY AND ARE USED BY LOCAL OFFICES OF STATE EMPLOYMENT SERVICES, SCHOOLS, EMPLOYMENT AND TRAINING ORGANIZATIONS, AND MANY FOREIGN COUNTRIES. (RC)
ERIC: ED135640

5032 U.S. INDUSTRIAL OUTLOOK 1973, WITH PROJECTIONS TO 1980. 73
DEPARTMENT OF COMMERCE, WASHINGTON, D.C.
NOTES: 413P.
ECONOMIC OPPORTUNITIES, ECONOMIC RESEARCH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, INDUSTRIAL PERSONNEL, INDUSTRY, LABOR MARKET, MANPOWER UTILIZATION, MANUFACTURING INDUSTRY, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS
WHILE CONCENTRATING ON THE IMPACT OF THE ECONOMIC EXPANSION OF 1972, U.S. INDUSTRIAL OUTLOOK 1973 ALSO REVIEWS DEVELOPMENTS SINCE 1967 AND PROJECTS ACTIVITY LEVELS IN MAJOR MANUFACTURING AND NONMANUFACTURING INDUSTRIES FOR 1973 AND 1980. MORE SERVICE-PRODUCING INDUSTRIES HAVE BEEN ADDED IN THIS EDITION. COVERAGE IS EXTENDED TO AUTOMOBILE SERVICES--REPAIR, RENTAL, LEASING, PARKING, AND CAR WASH ESTABLISHMENTS--AND PROPERTY AND LIABILITY INSURANCE. LIFE INSURANCE IS AGAIN INCLUDED. THE STILL NEBULOUS BUT NONETHELESS OPPORTUNITY-LADEN GROWTH FIELD OF POLLUTION ABATEMENT EQUIPMENT IS EXPLORED. TEN OF THE VOLUMES 47 CHAPTERS RELATE TO NONMANUFACTURING INDUSTRIES THAT PROVIDE SERVICES AS WELL AS MARKETS FOR MANUFACTURED PRODUCTS. USUAL NARRATIVE AND STATISTICAL INDUSTRY-BY-INDUSTRY ANALYSES ARE FEATURED AS WELL AS THE APPENDIX RANKING INDUSTRIES BY PROJECTED RATE OF INCREASE FROM 1972-73. THE 200 MANUFACTURING INDUSTRIES COVERED IN THIS PUBLICATION ACCOUNT FOR ABOUT 85 PERCENT OF THE SHIPMENTS VALUE OF ALL U.S. PRODUCERS. INDUSTRY STATEMENTS INCLUDE DISCUSSIONS ON CHANGES IN SUPPLY AND DEMAND, FOREIGN TRADE, AND TECHNOLOGY: DEVELOPMENTS IN EMPLOYMENT AND PRODUCTIVITY: CAPITAL INVESTMENT TO IMPROVE EFFICIENCY AND COMPETITIVENESS AND COMBAT POLLUTION: AND FINANCIAL CONDITIONS, WHERE POSSIBLE. (AUTHOR)
ERIC: ED094230 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 0303-00154, $6.50)

5033 THE U.S. TREASURYS ROLE IN EQUAL EMPLOYMENT OPPORTUNITY 1976
PATTON, K.G.
BANK ADMINISTRATION, VOL.52, NO.11, NOV 1976, P. 23-27.
BANKS AND BANKING, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, MINORITIES, MINORITIES IN BUSINESS, PROMOTION, WOMEN IN BUSINESS
THE TREASURY HAS TAKEN AN ACTIVE ROLE IN ASSURING THAT THERE IS EQUAL EMPLOYMENT OPPORTUNITY IN BANKS FOR WOMEN AND MINORITIES. THEY TRY TO HAVE BANKS COMPLY VOLUNTARILY BUT WILL START LEGAL ACTIONS IF BANKS REFUSE.
MGMT: MA876K0C23

5034 U.S. WORKING WOMEN A CHARTBOOK. 75
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 73P.

(CONT.)

5034 CENSUS FIGURES, CHARTS, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, FAMILY STATUS, INCOME, LABOR FORCE, MARITAL STATUS, STATISTICAL DATA, UNEMPLOYMENT, WORKING WOMEN
FIFTY-SIX CHARTS PRESENT DATA ON THE CHARACTERISTICS OF AMERICAN WORKING WOMEN AND THEIR CHANGING STATUS OVER THE PAST 25 YEARS. THE MAJOR DATA SOURCE IS THE CURRENT POPULATION SURVEY CONDUCTED MONTHLY FOR THE BUREAU OF LABOR STATISTICS BY THE BUREAU OF CENSUS. PART 1 PROVIDES INFORMATION ON EMPLOYMENT AND UNEMPLOYMENT. IN JANUARY 1975 SOME 36 AND ONE-HALF MILLION WOMEN WERE IN THE WORK FORCE, ABOUT 40 PERCENT OF THE COUNTRYS ENTIRE LABOR FORCE AND ALMOST 46 PERCENT OF ALL WOMEN 16 YEARS AND OVER. PART 2 SHOWS THE MARITAL AND FAMILY STATUS. MARRIED WOMEN LIVING WITH THEIR HUSBANDS, NEARLY 21 MILLION IN 1974, ACCOUNT FOR ALMOST THREE-FIFTHS OF ALL WOMEN WORKERS. HOWEVER, THE NUMBER OF FAMILIES HEADED BY WORKING WOMEN IS RISING. INCOME OF WORKING WOMEN IS ANALYZED IN PART 3, AND DATA ON THEIR EDUCATION ARE SHOWN IN PART 4. THE GREAT MAJORITY OF WORKING WOMEN HAVE NOT YET ATTAINED PARITY WITH WORKING MEN IN EARNED INCOME. MEDIAN USUAL WEEKLY EARNINGS OF WOMEN IN FULL-TIME JOBS IN 1974 WERE ABOUT 60 PERCENT OF THOSE OF MEN. IN 1974, 72 PERCENT OF WOMEN WORKERS HAD GRADUATED FROM HIGH SCHOOL, COMPARED WITH 67 PERCENT FOR MEN. PART 5 PROVIDES ADDITIONAL INFORMATION ON THE CHARACTERISTICS OF WORKING WOMEN. (AUTHOR/EA)
ERIC: ED113519 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 029-001-01780-4, $1.75)

5035 U.S.A. CITIES FORCED TO CUT SERVICES TO MEET FISCAL CRUNCH 1975
LOCAL FINANCE, VOL.4, NO.3, JUNE 1975, P. 37.
CAPITAL EXPENDITURE, ECONOMIC TRENDS, EMPLOYMENT, GOVERNMENT AGENCY, LIQUIDITY, PUBLIC FINANCE, REVENUE, UNITED STATES
THE ARTICLE SUMMARIZES THE CUT BACKS BY 11 CITIES RESULTING FROM DECREASED MUNICIPAL REVENUES.
MGMT: LFI75F0037

5036 U.T.E.S. INTEREST CHECK LIST. 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 11P.
APTITUDE TESTS, CAREER PLANNING, CHECK LISTS, COMPUTER PROGRAMS, EVALUATION METHODS, GUIDANCE, INTEREST TESTS, OCCUPATIONAL TESTS, TALENT, TEST INTERPRETATION, VOCATIONAL APTITUDE
THE REVISED OREGON METRO EDITION OF THE U.T.E.S. INTEREST CHECK LIST FOR INTERMEDIATE EDUCATION AIMS AT HELPING STUDENTS DECIDE WHAT KINDS OF WORK THEY WOULD LIKE AND LISTS ACTIVITIES THAT ARE FOUND IN A BROAD RANGE OF INDUSTRIES AND OCCUPATIONS IN THE NATION. SPECIFIC INSTRUCTIONS ADVISE THE STUDENT THAT THE CHECK LIST IS NOT A TEST AND THAT THERE IS NO TIME LIMIT. A TOTAL OF 173 ACTIVITIES ARE LISTED, AND THE STUDENT IS INSTRUCTED TO RESPOND TO EACH OF THEM (LIKE, DISLIKE, OR NOT CERTAIN). AN INTERPRETATION GUIDE FOR READING THE RESULTING COMPUTER PRINT-OUT DEFINES THE VOCATIONAL AREAS AND SUBGROUPS, THE STUDENTS RESPONSE PATTERNS, OCCUPATIONAL APTITUDE PATTERNS, AND OREGON CAREER EDUCATION CLUSTERS. THE CHECK LIST CAN BE USED TO GUIDE THE STUDENT IN CONSIDERING JOB POSSIBILITIES AND RELATED EDUCATIONAL REQUIREMENTS. INTERESTS MAY, OF COURSE, CHANGE WITH MORE EXPERIENCE OR DIFFERENT ENVIRONMENT. (LH)
ERIC: ED069583

5037 UNCERTAINTY AND OPTIMAL POLICY INTENSITY IN FISCAL AND INCOMES POLICY 1976
SHUPP, F.R.
ANNALS OF ECONOMIC AND SOCIAL MEASUREMENT, VOL.5, NO.2, SPRING 1976, P. 225-237. BIBLIOG. 9
ECONOMICS, EMPLOYMENT, FISCAL POLICY, INCOME, INFLATION, INVESTMENT, MODELING, OPTIMIZATION, PRICE CONTROL, PUBLIC ADMINISTRATION, QUANTITATIVE METHODS, STOCHASTIC MODEL, UNCERTAINTY, WAGE CONTROL
EXAMINES HOW UNCERTAINTY AFFECTS THE INTENSITY OR VIGOR WITH WHICH A PARTICULAR POLICY SHOULD BE EMPLOYED. A SIMPLE FISCAL POLICY MODEL AND A SIMPLE WAGE-PRICE CONTROL POLICY MODEL ARE CONSIDERED.
MGMT: AES76N0225

5038 THE UNCOMFORTABLE WAIT FOR THE UPSWING 1975
WOLMAN, W.
BUSINESS WEEK, NO.2381, MAY 19, 1975, P. 104W-104CC.
ECONOMIC RECOVERY, ECONOMICS, FORECASTING, GNP, HOUSING, INTEREST RATES, LABOR MARKET, MANUFACTURING, PRODUCTION, RECESSION
THIS ECONOMIC DIARY COVERING APRIL 28 THROUGH MAY 2 IS A NEW FEATURE THAT WILL HIGHLIGHT DAILY ECONOMIC NEWS AND INDICATE THE OVER-ALL PERFORMANCE OF THE ECONOMY.
MGMT: BWE75E19+4-5

5039 THE UNDERGRADUATE RESEARCH TRAINING PROGRAM. FINAL REPORT. 68
EASTERN KENTUCKY STATE COLL., RICHMOND. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-2-6-061984-3150
NOTES: 62P.
EDUCATIONAL PROGRAMS, EDUCATIONAL RESEARCHERS, HIGHER EDUCATION, MOTIVATION, RESEARCH SKILLS, TRAINEES, UNDERGRADUATE STUDY, WORK EXPERIENCE PROGRAMS, APPALACHIA
THIS PROGRAM AIMED GENERALLY TO IDENTIFY THE POTENTIAL EDUCATIONAL RESEARCHER EARLY IN HIS UNDERGRADUATE PROGRAM, GUIDE HIM TOWARD COURSES THAT WOULD PREPARE HIM FOR

(CONT.)

5039 CONDUCTING RESEARCH, AND PROVIDE THE OPPORTUNITY FOR INDIVIDUAL AND SMALL GROUP PARTICIPATION IN MEANINGFUL RESEARCH ACTIVITIES. ANOTHER OBJECTIVE WAS TO BEGIN A SYSTEMATIC STUDY OF LEARNING PROBLEMS ASSOCIATED WITH APPALACHIA. THE TRAINING PROGRAM WAS BUILT AROUND SPECIAL AREA PROJECTS AND INDIVIDUAL INVESTIGATION FOCUSING ON AREA INTERESTS OF CURRICULUM, HUMAN GROWTH AND DEVELOPMENT, PSYCHOLOGY, AND READING. IT ALSO INVOLVED A CORE PROJECT--AN ATTEMPT TO ESTABLISH A COMPUTER BASED REFERENCE SYSTEM FOR CLASSIFYING RESEARCH RELATED TEACHING PROBLEMS ASSOCIATED WITH GEOGRAPHICALLY ISOLATED AREAS. DURING SPRING 1966, 16 TRAINEES WERE SELECTED FOR THE SUMMER SESSION. THEY COMPLETED THE PROGRAM AT THE END OF SPRING SEMESTER 1967 WHEN A GROUP OF 10 TRAINEES BEGAN THE 2ND YEAR LONG PROJECT. MOTIVATING THE TRAINEES BECAME THE PRIMARY FUNCTION OF THE PROGRAM, AND THROUGH CLOSE PERSONAL CONTACT, SMALL INFORMAL CLASSES, INVOLVEMENT IN ONGOING RESEARCH, AND THE CLARIFICATION OF REALISTIC GOALS, THE TRAINEES SOPHISTICATION AND ENTHUSIASM FOR EDUCATIONAL RESEARCH WAS GREATLY ENHANCED. APPENDICES INCLUDE STUDENT EVALUATIONS OF THE PROGRAM AND PROFESSIONAL PUBLICATIONS AND PRESENTATIONS. (JS)
ERIC: ED026976

5040 UNDERSTANDING AND TEACHING THE DEPENDENT RETARDED CHILD. 68
ROSENZWEIG, LOUIS E.;LONG, JULIA
NOTES: 195P.
ADMISSION CRITERIA, ART ACTIVITIES, AUDIOVISUAL AIDS, BASIC SKILLS, EDUCATIONAL EQUIPMENT, EDUCATIONAL OBJECTIVES, EDUCATIONAL PLANNING, EXCEPTIONAL CHILD EDUCATION, INSTRUCTIONAL MATERIALS, INTERPERSONAL COMPETENCE, JOB SKILLS, LEARNING ACTIVITIES, MENTALLY HANDICAPPED, MOTOR DEVELOPMENT, SELF CARE SKILLS, SKILL DEVELOPMENT, TEACHING METHODS, TRAINABLE MENTALLY HANDICAPPED
LEVELS OF MENTAL RETARDATION AND SCHOOL ADMISSION PROCEDURES FOR THE DEPENDENT RETARDED (IQS 30 TO 50) ARE REVIEWED. GOALS FOR ALL RETARDED AND THE APPLICATION OF GOALS TO THE DEPENDENT RETARDED ARE CONSIDERED. PLANS AND PROCEDURES FOR BOTH TEACHER AND CHILD ACTIVITIES ALONG WITH SUGGESTIONS FOR AUDIOVISUAL AND OTHER MATERIALS ARE PROVIDED IN THE AREAS OF LEISURE TIME ACTIVITIES AND HOLIDAYS AS WELL AS SELF HELP, SOCIAL, MOTOR, ACADEMIC, AND VOCATIONAL SKILLS. ALSO INCLUDED ARE SPECIFICATIONS FOR CLASSROOM ORGANIZATION AND PLANNING FOR INSTRUCTION, AND A LIST OF SONGS, SINGING GAMES, BOOKS, RECORDS, AND TEACHER PREPARED MATERIALS. (JD)
ERIC: ED032691 TEACHERS PUBLISHING CORPORATION, 23 LEROY AVENUE, DARIEN, CONNECTICUT 06820.

5041 UNDERSTANDING BEHAVIOUR - A PRIORITY FOR MANPOWER PLANNERS 1976
TIMPERLEY, S.
PERSONNEL MANAGEMENT, VOL.8, NO.10, OCT 1976, P. 30-32.
ABSENTEEISM, CAREER DEVELOPMENT, CORPORATE BEHAVIOR, ENVIRONMENTAL CONSTRAINTS, HUMAN BEHAVIOR, LABOR TURNOVER, MANAGEMENT, MANAGEMENT CONTROL, MANAGEMENT THEORY, ORGANIZATION, ORGANIZATIONAL DEVELOPMENT, PLANNING, POPULATION, SPECIALIZATION
DEVELOPMENT OF MANPOWER PLANNING CAN INVOLVE STAGES AS A FIELD OF STUDY OR SUBJECT AREA AND IN TERMS OF SPECIFIC INCORPORATION INTO AN ORGANIZATION. IT CONCERNS ITSELF WITH NUMBERS, TECHNIQUES AND CONTENT AND FUTURE POPULATIONS.
MGMT: PSL7600030

5042 UNDERSTANDING HUMAN NATURE AT WORK. SESSION V, NATURE AND USES OF MOTIVATION. INSTRUCTORS GUIDE. 66
LOUISIANA VOCATIONAL CURRICULUM DEVELOPMENT AND RESEARCH CENTER
NOTES: 44P.
TEACHING GUIDES, TRADE AND INDUSTRIAL EDUCATION, SUPERVISORS, HUMAN RELATIONS, MOTIVATION, ADULT VOCATIONAL EDUCATION, INDUSTRY
THE MANUAL IS A TEACHING GUIDE FOR THE FIFTH OF EIGHT SESSIONS ON HUMAN RELATIONS FOR SUPERVISORS IN INDUSTRY. IT WAS DEVELOPED BY AN INDIVIDUAL AT STATE LEVEL AND TESTED ON A SMALL GROUP. UNITS ARE (1) MOTIVE-DESIRE, (2) CLASSES OF MOTIVES, (3) SPECIAL MOTIVATIONS, (4) IMPERSONAL MOTIVATION, (5) GROUP MOTIVATION, AND (6) MULTIPLE CAUSATION. INFORMATION IS PRESENTED IN LECTURE FORM, AND DETAILED INSTRUCTIONS FOR USE OF CHARTS, TESTS, AND HANDOUTS ARE INCLUDED. SINGLE COPIES OF A MANUAL (VT 003 176) CONTAINING SELF-TESTS, HANDOUTS, AND A BIBLIOGRAPHY FOR USE IN THE COURSE AND TEACHING GUIDES FOR OTHER SESSIONS (VT 003 172-VT 003 175, VT 003 177-VT 003 178, VT 003 180) ARE ALSO AVAILABLE FROM THE SAME SOURCE. (MM)
AIM/ARM: VT003179 VOCATIONAL CURRICULUM DEVELOPMENT AND RESEARCH CENTER, P.O. BOX 657, NATCHITOCHES, LOUISIANA 71457 ($2.00, SINGLE COPY ONLY).

5043 UNDERUTILIZATION OF WOMEN WORKERS. 71
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 32P.; 1971 REVISION
EMPLOYMENT STATISTICS, GRAPHS, INCOME, INDIVIDUAL CHARACTERISTICS, LABOR ECONOMICS, LABOR FORCE, MANPOWER UTILIZATION, WORKING WOMEN
INFORMATION ABOUT THE STATUS OF WORKING WOMEN AND THEIR UNDERUTILIZATION IN THE NATIONAL WORK FORCE IS PRESENTED IN SUMMARY AND GRAPH FORM. ALTHOUGH PROGRESS HAS BEEN MADE IN ASSURING WOMEN EQUALITY OF PAY AND NONDISCRIMINATION IN EMPLOYMENT, MUCH WORK NEEDS TO BE DONE TO IMPROVE THE UTILIZATION OF THEIR ABILITIES. THE BARRIERS ARE STILL HIGH AGAINST EMPLOYING WOMEN IN PROFESSIONS OTHER THAN THOSE TRADITIONALLY ASSOCIATED WITH WOMEN, AND MANY OF THE MYTHS REGARDING WOMENS ABILITY TO HOLD ADMINISTRATIVE AND MANAGERIAL POSITIONS STILL PREVAIL. THE GROWING SHARE OF JOBS HELD BY WOMEN IN THE LOWER PAYING OCCUPATIONS IN RECENT YEARS IS REFLECTED IN THE GAP BETWEEN THE MEDIAN EARNINGS OF WOMEN AND MEN. IN 1957, THE MEDIAN WAGE OR SALARY INCOME OF WOMEN WHO WORKED 35 HOURS

(CONT.)
5043 OR MORE A WEEK FOR 50 TO 52 WEEKS WAS 64 PERCENT OF THAT RECEIVED BY MEN. IN 1968, MEDIAN EARNINGS OF COMPARABLY EMPLOYED WOMEN WERE ONLY 58 PERCENT OF THOSE RECEIVED BY MEN. THIS DOCUMENT IS A REVISION OF ED 019 444. (GB)
ERIC: ED053307 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L 13.2 W89/11/971, $.35)

5044 UNDERWRITER 1-57.30--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.; REVISED
APTITUDE TESTS, EVALUATION CRITERIA, INSURANCE OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, UNDERWRITER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059292

5045 UNEARTHING SEEDS OF FIRE THE IDEA OF HIGHLANDER. 75
ADAMS, FRANK
NOTES: 255P.
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, CIVIL RIGHTS, COMMUNITY PROBLEMS, DISADVANTAGED GROUPS, EDUCATIONAL HISTORY, EDUCATIONAL PHILOSOPHY, FOLK SCHOOLS, LABOR PROBLEMS, LEADERSHIP TRAINING, NEGRO LEADERSHIP, POLITICAL SOCIALIZATION, PROGRAM DESCRIPTIONS, RESIDENTIAL CENTERS, RESIDENTIAL PROGRAMS, SOCIAL ACTION, SOCIAL CHANGE, SOUTHERN ATTITUDES, SOUTHERN COMMUNITY, WELFARE PROBLEMS, HIGHLANDER FOLK SCHOOL TENNESSEE, PROBLEM CENTERED CURRICULUM
THE BOOK RECOUNTS THE HISTORY AND EXPLAINS THE PHILOSOPHY OF HIGHLANDER FOLK SCHOOL IN THE CUMBERLAND MOUNTAINS OF TENNESSEE. DEVOTED TO SOCIAL REFORM, THE SCHOOL HAS FUNCTIONED IN AN UNCONVENTIONAL WAY TO DEVELOP LEADERSHIP AND PARTICIPATION IN THREE SOCIAL MOVEMENTS IN THE SOUTH THE LABOR ORGANIZING DRIVES OF THE THIRTIES, THE CIVIL RIGHTS MOVEMENT OF THE FIFTIES, AND THE APPALACHIAN MOVEMENT OF THE SIXTIES. SUBJECT TO CONSTANT CRITICISM AND HARRASSMENT, THE SCHOOL HAS CONTINUED TO OPERATE, WITHOUT PLANNED CURRICULUM OR COURSES, AT ITS DEFINED TASK TO MAKE CLASS-CONSCIOUS WORKERS WHO ENVISION THEIR ROLES IN SOCIETY, AND TO FURNISH MOTIVATION AS WELL AS TECHNICIANS FOR THE ACHIEVEMENT OF THIS GOAL. MYLES HORTON, FOUNDER OF HIGHLANDER, FOUND THAT AN EFFECTIVE WAY TO HELP STUDENTS TO UNDERSTAND THE PRESENT SOCIAL ORDER IS TO THROW THEM INTO CONFLICT SITUATIONS WHERE THE REAL NATURE OF SOCIETY IS PROJECTED. THE HIGHLANDER EDUCATION DOES NOT INCLUDE READING OR WORK SKILLS; ITS CENTER IS PROBLEMS DEFINED BY THE PEOPLE. THE TEACHERS JOB IS TO GET THE PEOPLE TALKING ABOUT PROBLEMS, TO RAISE AND SHARPEN QUESTIONS, AND TO TRUST PEOPLE TO COME UP WITH THE ANSWERS. STUDENTS SHARE KNOWLEDGE AND EXPERIENCE AND CALL ON COMMUNITY RESOURCE PEOPLE. (AUTHOR/AJ)
ERIC: ED110622 JOHN F. BLAIR PUBLISHER, 1406 PLAZA DRIVE SW, WINSTON-SALEM, NORTH CAROLINA 27103 ($7.95)

5046 THE UNEMPLOYED AND THE UNDEREMPLOYED, A STUDY OF APPLICANTS FOR LABORER JOBS. NOV66
MEYERS, SAMUEL M.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.; OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 48P.
ACADEMIC ACHIEVEMENT, EMPLOYMENT SERVICES, FAMILY BACKGROUND, INDIVIDUAL CHARACTERISTICS, INTERVIEWS, JOB APPLICATION, LABORERS, NEGROES, UNEMPLOYED, UNSKILLED WORKERS, WORK EXPERIENCE
IN NOVEMBER 1965 THE UNITED STATES CIVIL SERVICE COMMISSION ANNOUNCED AN EXAMINATION FOR MANUAL LABORERS. THE UNITED PLANNING ORGANIZATION ATTEMPTED TO RECRUIT AND ASSIST INDIVIDUALS FROM THE DISTRICT OF COLUMBIAS POOL OF HARD-CORE UNEMPLOYED. A SAMPLE OF 199 OF THE 966 MALE APPLICANTS WAS INTERVIEWED BY 20 INTERVIEWERS WHO SOUGHT INFORMATION ON THE RESPONDENTS LABOR FORCE PARTICIPATION, ATTITUDES AND MOTIVATION FOR WORK, JOB-SEEKING BEHAVIOR, FAMILY BACKGROUND, PERCEPTIONS OF IMPEDIMENTS TO WORK, EDUCATION AND TRAINING, KNOWLEDGE AND PARTICIPATION IN THE VARIOUS ANTIPOVERTY PROGRAMS, ETC. FINDINGS INCLUDED -- (1) ALL WERE NEGRO MEN, (2) 50 PERCENT WERE UNDER 26 YEARS OF AGE, (3) THE MEDIAN NUMBER OF SCHOOL YEARS COMPLETED WAS 10.7 COMPARED TO 9.4 YEARS FOR THE NONWHITE DISTRICT OF COLUMBIA MALES, (4) MOST FREQUENT REASONS GIVEN FOR NOT GETTING A JOB WERE LACK OF EDUCATION AND EXPERIENCE, (5) THE GROUP COULD NOT BE CLASSIFIED AS HARD-CORE UNEMPLOYED BUT RATHER UNDER-EMPLOYED, (6) WHILE THE PERSONAL, EDUCATIONAL, AND FAMILY BACKGROUND WERE HIGHER THAN EXPECTED, THEY WERE SOMEWHAT BELOW THAT OF THEIR FATHERS, SUGGESTING SOME DOWNWARD SOCIAL MOBILITY, AND (7) THE GROUP HAD NOT TAKEN ADVANTAGE OF TRAINING OPPORTUNITIES PRESUMABLY AVAILABLE TO THEM THROUGH VARIOUS

(CONT.)
5046 TRAINING PROGRAMS. (PS)
ERIC: ED015320

5047 UNEMPLOYED OUT-OF-SCHOOL YOUTH SURVEY. DEC 66
CLEVELAND PUBLIC SCHOOLS, OHIO. BUREAU OF EDUCATIONAL RESEARCH
NOTES: 46P.
URBAN YOUTH, OUT OF SCHOOL YOUTH, UNEMPLOYED, COMMUNITY SURVEYS, YOUNG ADULTS, INDIVIDUAL CHARACTERISTICS, EDUCATIONAL BACKGROUND, WORK ATTITUDES, WORK EXPERIENCE, JOB TRAINING, CLEVELAND
THIS SURVEY INCLUDED THE SPECIFIC OBJECTIVES OF (1) LEARNING THE EXTENT OF UNEMPLOYMENT AMONG OUT-OF-SCHOOL YOUTH, 16 TO 21 YEARS OF AGE; (2) FORMULATING A DESCRIPTION OF UNEMPLOYED YOUTH IN TERMS OF LEVEL OF EDUCATION, DURATION OF TIME OUT OF SCHOOL, ATTITUDE TOWARD OBTAINING JOB TRAINING, DURATION OF CLEVELAND RESIDENCE, AND PAST FULL-TIME EMPLOYMENT; AND (3) LEARNING THE EXTENT OF UNEMPLOYMENT AMONG PERSONS 21 TO 29 YEARS OF AGE. OVER 20,000 SEPARATE HOUSEHOLDS IN 12 AREAS IN WHICH UNEMPLOYMENT WAS THOUGHT TO BE MOST ACUTE WERE CONTACTED TO OBTAIN USABLE DATA ON A SAMPLE OF 2,157 YOUTH, AGE 16 TO 21 YEARS AND 1,431 INDIVIDUALS, AGE 21-29 YEARS. SOME FINDINGS ARE (1) APPROXIMATELY ONE OUT OF TWO OUT-OF-SCHOOL YOUTH IS UNEMPLOYED, (2) TWO OUT OF FIVE OF THE INDIVIDUALS AGE 21-29 ARE UNEMPLOYED, (3) UNEMPLOYMENT SEEMS TO BE DECREASING, AND (4) EQUAL PERCENTAGES OF EMPLOYED AND UNEMPLOYED HAD PARTICIPATED IN JOB-TRAINING PROGRAMS. (CH)
AIM/ARM: VT008092

5048 UNEMPLOYED YOUNG PEOPLE AND FEDERAL TRAINING PROGRAMS JAN-FEB 72
DICKINSON, WILLIAM W.
WELFARE IN REVIEW:10:1:13-24
DISADVANTAGED YOUTH, DROPOUTS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, GHETTOS, JOB TRAINING, UNEMPLOYED, UNEMPLOYMENT, YOUTH PROBLEMS, JOB CORPS
ERIC: EJ060219

5049 UNEMPLOYMENT 1977
MURPHY, T.A.
VITAL SPEECHES, VOL.43, NO.11, MARCH 15, 1977, P. 329-333.
ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, OUTLOOK, UNEMPLOYMENT
DISCUSSION OF CURRENT TRENDS OF EMPLOYMENT IN U.S. ECONOMY AND WHAT THE FUTURE HOLDS.
MGMT: VIT77C1529

5050 UNEMPLOYMENT THE PROBLEM WE CAN SOLVE. PUBLIC AFFAIRS PAMPHLET NO. 534. 76
LEVISON, ANDREW
PUBLIC AFFAIRS COMMITTEE, INC., NEW YORK, N.Y.
NOTES: 28P.
ECONOMIC CHANGE, ECONOMIC RESEARCH, ECONOMICS, EMPLOYMENT PROBLEMS, GOVERNMENT ROLE, HIGHER EDUCATION, JOB MARKET, LABORERS, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, LEGISLATION, MANPOWER UTILIZATION, NEEDS ASSESSMENT, POLICY, POLICY FORMATION, SECONDARY EDUCATION, UNEMPLOYMENT, UNIONS
AN OVERVIEW OF UNEMPLOYMENT IN THE UNITED STATES IS PRESENTED, INCLUDING ITS MEANING AND EXTENT, ITS HISTORY, AND CURRENT EFFORTS TO SAVE THE SITUATION. ILLUSTRATIVE POLICIES OF OTHER COUNTRIES ARE EXAMINED FOR CLUES TO ASSURING FULL EMPLOYMENT FOR AMERICANS. IN 1975, 7 MILLION AMERICANS, MOSTLY MINORITIES AND BLUE COLLAR AND UNSKILLED WORKERS, WERE UNEMPLOYED AND A MILLION OTHERS WERE OUT OF THE LABOR FORCE MAINLY DUE TO LACK OF JOBS PAYING A LIVING WAGE. THE AUTHOR EXPLAINS THAT UNEMPLOYMENT IS NOT A NEW PROBLEM. TURN-OF-THE-CENTURY LAISSEZ-FAIRE DOCTRINES WHICH IGNORED UNEMPLOYMENT AND LEFT THE ECONOMY ALONE INADEQUATE TO SOLVE UNEMPLOYMENT PROBLEMS. THEY WERE FOLLOWED BY THE NEW ECONOMICS IN WHICH GOVERNMENT IS LIKE A BUSINESS, WITH TAXES AS THE PRICE FOR GOODS AND SERVICES. THE GOVERNMENT MODERATED THE BUSINESS CYCLE IN RESPONSE TO ECONOMIC TRENDS. THIS ALLEVIATED HIGH UNEMPLOYMENT UNTIL INFLATION, POOR PLANNING, AND POOR COORDINATION BEGAN TO BURDEN THE UNSKILLED WORKER POPULATION. AS A DIRECTION TOWARD FULL EMPLOYMENT, THE AUTHOR DESCRIBES TWO ACTS BEFORE CONGRESS DURING 1976. THE BALANCED GROWTH AND ECONOMIC PLANNING ACT, INTRODUCED IN MAY 1975 BY SENATORS JAVITS AND HUMPHREY, AND THE FULL EMPLOYMENT AND BALANCED ACT, INTRODUCED BY HUMPHREY AND REPRESENTATIVE A. HAWKINS, INCORPORATE SOME ELEMENTS OF FRENCH AND SWEDISH POLICIES. THE BILLS CALL FOR DIRECT GOVERNMENT COMMITMENT TO FULL EMPLOYMENT, ECONOMIC FORECASTING, AND LARGE-SCALE JOB AND TRAINING PROGRAMS. (AV)
ERIC: ED125993 PUBLIC AFFAIRS COMMITTEE, INC., 381 PARK AVENUE SOUTH, NEW YORK, NEW YORK 10016 ($0.35, DISCOUNTS ON MULTIPLE ORDERS AVAILABLE)

5051 UNEMPLOYMENT - THE ULTIMATE ANACHRONISM 69 JUN
YOUNG, DOUGLAS
TECH EDUC IND TRAINING:2:6:242-243
CHANGING ATTITUDES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES
ERIC: EJ006933

5052 UNEMPLOYMENT AMIDST PROSPERITY: WHY 1976
BLUSTEIN, P.
FORBES, VOL.118, NO.7, OCT 1, 1976, P. 30-34.
ECONOMICS, EDUCATION, EMPLOYMENT, FULL EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT,

(CONT.)
5052 INFLATION, LABOR FORCE, MACROECONOMICS, MICROECONOMICS, SOCIAL ISSUES, TURNOVER, UNEMPLOYMENT
SOLVING THE PROBLEM OF UNEMPLOYMENT IS A MORE COMPLEX ISSUE THAN MOST REALIZE, BUT ITS EMOTIONAL ANGLE HAS APPEAL FOR THE POLITICIANS. UNEMPLOYMENT FIGURES ARE MISLEADING BECAUSE OF THE CONSTANT TURNOVER IN JOBS, ESPECIALLY AMONG TEENAGERS AND WOMEN.
MGMT: F3F76J0130

5053 UNEMPLOYMENT AMONG BLACK TEENAGE FEMALES IN URBAN POVERTY NEIGHBORHOODS. JUN 72
WALLACE, PHYLLIS A.
METROPOLITAN APPLIED RESEARCH CENTER, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 169P.
BLACK COMMUNITY, DISADVANTAGED YOUTH, EMPLOYMENT PROBLEMS, FEMALES, GHETTOS, LABOR MARKET, MODELS, NEGRO YOUTH, PEER ACCEPTANCE, PEER GROUPS, RACIAL DISCRIMINATION, UNEMPLOYED, UNEMPLOYMENT, URBAN ENVIRONMENT, WORK EXPERIENCE
THE PEER GROUP NETWORK FOR BLACK TEENAGE FEMALES (16-19 YEARS OF AGE) FROM LOW INCOME FAMILIES SERVES AS THE POWERFUL INTERACTIVE MECHANISM TO ENABLE THESE YOUNG WOMEN TO DEVELOP JOB ORIENTATION FOR THEMSELVES AND OTHERS. THROUGH A GROUP PROCESS SIMULATION AND GUIDANCE MODEL STEPS CAN BE TAKEN TO ENTER AND TO REMAIN IN THE LABOR MARKET. IN NEW YORK CITY AND OTHER METROPOLITAN LABOR MARKETS MOST DELIVERY SYSTEMS (EDUCATIONAL, SOCIAL SERVICES, MANPOWER PROGRAMS, AND VOCATIONAL GUIDANCE) ARE NOT RESPONSIVE TO THE NEEDS OF LOW INCOME BLACK YOUTH. EMPLOYMENT HARDSHIPS EXPERIENCED BY MANY LOW INCOME BLACKS MEAN MARGINAL EXISTENCE FOR THEIR FAMILIES. MANY OF THESE PARENTS AND GUARDIANS HAVE DIFFICULTY IN PRESENTING ENVIABLE IMAGES OF WORKING ADULTS. (NTIS)
ERIC: ED081924 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-210 210, MF $1.45, HC $3.00)

5054 UNEMPLOYMENT AMONG NEW LABOR MARKET ENTRANTS.
FEDER, M. W.
STANFORD UNIV., CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 50P.
EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, ENTRY WORKERS, LABOR ECONOMICS, LABOR FORCE, LABOR TURNOVER, MATHEMATICAL MODELS, NATIONAL DEMOGRAPHY, POPULATION DISTRIBUTION, UNEMPLOYMENT
THIS STUDY ANALYZES THE EFFECTS OF LABOR FORCE COMPOSITION ON THE LEVEL OF FRICTIONAL UNEMPLOYMENT. PROPORTIONALLY MORE OF TOTAL UNEMPLOYMENT FALLS UPON NEW WORKERS, WHICH HAS SIGNIFICANT IMPLICATIONS FOR CHANGES IN FRICTIONAL UNEMPLOYMENT. THE LABOR MARKET MODEL WHICH WAS DEVELOPED TO SHOW THIS ALSO IMPLIES, AT LEAST INDIRECTLY, THAT NEW WORKERS HAVE HIGHER TURNOVER RATES THAN DO OLD WORKERS. IN ANALYZING INTERNATIONAL DIFFERENCES IN UNEMPLOYMENT PERCENTAGES AMONG THE ADVANCED NATIONS, THE STUDY CONCLUDES THAT THE HIGHER U.S. RATE IS DUE MORE TO TEENAGE UNEMPLOYMENT THAN ANY OTHER SINGLE FACTOR. (BH)
ERIC: ED051372 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 190 965, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

5055 UNEMPLOYMENT AND INFLATION 1975
TREYNOR, J.L.
FINANCIAL ANALYSTS JOURNAL, VOL.31, NO.3, MAY/JUNE 1975, P. 21-28. BIBLIOG. 1
ECONOMICS, INFLATION, UNEMPLOYMENT
ANALYSIS OF THE RELATIONSHIP BETWEEN UNEMPLOYMENT AND INFLATION.
MGMT: FIA75E0021

5056 UNEMPLOYMENT AND RETRAINING, AN ANNOTATED BIBLIOGRAPHY OF RESEARCH. NOV 65
NOTES: 36P.
ANNOTATED BIBLIOGRAPHIES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PSYCHOLOGICAL NEEDS, PSYCHOLOGICAL STUDIES, RESEARCH REVIEWS (PUBLICATIONS), SOCIAL PROBLEMS, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL RETRAINING
FIFTY-SEVEN SELECTED RESEARCH STUDIES RELATED TO SOCIAL PSYCHOLOGICAL FACTORS IN JOB TRAINING AND HARD CORE UNEMPLOYMENT, ARE INCLUDED. PUBLICATION DATES RANGE FROM 1931 THROUGH 1964. THE 23 STUDIES CONSIDERED OF MAJOR IMPORTANCE ARE GROUPED IN THE FIRST SECTION. THE REMAINING 34 REFERENCES WERE SELECTED AS A SAMPLING OF JOURNALISTIC AND EDITORIAL COMMENTS AND SURVEYS REPORTING DEMOGRAPHIC DATA ON THE UNEMPLOYED. COPIES OF THIS DOCUMENT ARE AVAILABLE FROM MANPOWER ADMINISTRATION, OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210. (WB)
AIM/ARM: VT003792

5057 UNEMPLOYMENT AND THE GOVERNMENT LABOR MANAGEMENT TEAMWORK CAN TURN THE TIDE 1976
KENNA, E.D.
VITAL SPEECHES, VOL.42, NO.14, MAY 1, 1976, P. 425-429.
CIVIL SERVICE, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, EXPANSION, GOVERNMENT BUREAUCRACY, INFLATION, LABOR MARKET, PUBLIC ADMINISTRATION, UNEMPLOYMENT
UNEMPLOYMENT AND INFLATION ARE BURDENING OUR ECONOMY AND GOVERNMENT SHOULD BE REMINDED THAT ITS EXPANSION WILL BENEFIT GENERAL WELFARE BY PROVIDING A BETTER BALANCE BETWEEN PUBLIC AND PRIVATE SECTORS.
MGMT: VIT76E0425

5058 UNEMPLOYMENT AND THE LABOR FORCE PARTICIPATION OF MARRIED MEN AND WOMEN: A SIMULTANEOUS MODEL 1975
FLEISHER, B.M.; RHODES, G.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.58, NO.4, NOV 1976, P. 398-406. BIBLIOG. 28
ECONOMIC POLICY, ECONOMIC THEORY, ECONOMICS, LABOR FORCE, LABOR MARKET, MODELING, QUANTITATIVE METHODS, REGRESSION ANALYSIS, STATISTICS, SUPPLY AND DEMAND, UNEMPLOYMENT, WAGES
COMPENSATORY MONETARY AND FISCAL POLICY WOULD TEND TO BE INSUFFICIENT DURING RECESSIONS AND TOO VIGOROUS DURING RECOVERY INSOFAR AS MEASURED UNEMPLOYMENT IS USED AS A GUIDE TO POLICY NEEDS AND EFFECTIVENESS. THE STUDY OFFERS NO EVIDENCE THAT THE COEFFICIENT OF UNEMPLOYMENT IN THE STRUCTURAL LABOR FORCE EQUATIONS IS NEGATIVE AND STATISTICALLY SIGNIFICANT.
MGMT: RES76<0398

5059 UNEMPLOYMENT BECOMES AN EXPLOSIVE ISSUE 1974
BUSINESS WEEK, NO.2356, NOV 9, 1974, P. 154-160.
ECONOMICS, MINORITIES, OUTLOOK, POLITICS, UNEMPLOYMENT, UNITED STATES
EXAMINES UNEMPLOYMENT IN THE UNITED STATES BY SEGMENTS OF THE LABOR FORCE.
MGMT: BWE74<09E4

5060 UNEMPLOYMENT FALLOUT 1976
KILLINGSWORTH, C.L.
ADHERENT, VOL.3, NO.2, AUG 1976, P. 29-34.
ECONOMIC RECOVERY, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT POLICY, GOVERNMENT SPENDING, INFLATION, POVERTY, RECESSION, SOCIAL ISSUES, UNEMPLOYMENT
IN THE ABSENCE OF MAJOR NEW JOBS PROGRAMS, THE REPORTED UNEMPLOYMENT RATE IS LIKELY TO BE CLOSER TO EIGHT PERCENT BY 1976. IN THE NAME OF INFLATION CONTROL AND BALANCED ECONOMIC EXPANSION, MILLIONS OF AMERICANS ARE CONDEMNED TO LIVES OF DESTITUTION.
MGMT: ADH76<0029

5061 THE UNEMPLOYMENT IMPLICATIONS OF ZERO ECONOMIC GROWTH IN THE UNITED STATES 1976
JAMISON, C.C.
BUSINESS ECONOMICS, VOL.11, NO.4, SEPT 1976, P. 82-86.
ECONOMIC GROWTH, ECONOMICS, INCOME, LABOR FORCE, LABOR MARKET, POPULATION, QUANTITATIVE METHODS, RECESSION, STATISTICS, UNEMPLOYMENT, UNITED STATES, WOMEN
THE TIDAL WAVE OF YOUNG PEOPLE REACHING MATURITY AND POURING INTO THE LABOR MARKET WILL CONTINUE FOR AT LEAST A FEW MORE YEARS. A FULL AND BALANCED CONSIDERATION OF ENVIRONMENTAL, ECONOMIC AND SOCIAL FACTORS IS NECESSARY IF THE PROBLEMS OF THE NATIONS FUTURE AND THE WELFARE OF ITS CITIZENS, ARE TO BE PROPERLY RESOLVED.
MGMT: BEC76I0082

5062 UNEMPLOYMENT IN A PROSPEROUS ECONOMY. A REPORT OF THE PRINCETON MANPOWER SYMPOSIUM (MAY 13-14, 1965). 65
BOWEN, WILLIAM G., ED.;HARRISON, FREDERICK H., ED.
NOTES: 179P.
ADULT VOCATIONAL EDUCATION, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, JOB DEVELOPMENT, LABOR ECONOMICS, MANPOWER NEEDS, NEGRO EMPLOYMENT, UNEMPLOYMENT, YOUTH EMPLOYMENT, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THE PAPERS IN THIS VOLUME DEAL WITH THE CAUSES, CURES, AND MAGNITUDE OF UNEMPLOYMENT. MUSGRAVE, KILLINGSWORTH, AND OKUN DISCUSS THE OPPOSING STRUCTURALIST AND DEFICIENT DEMAND THEORIES OF UNEMPLOYMENT. GARTH MANGUM, CURTIS ALLEN, WILLIAM CAPLES AND ALICE RIVLIN OFFER THEIR EXPERIENCE CONCERNING THE ROLE OF GOVERNMENT AND INDUSTRY IN CURING UNEMPLOYMENT, THROUGH BOTH VOCATIONAL TRAINING PROGRAMS, AND INCREASED PUBLIC EXPENDITURES TO INCREASE AGGREGATE DEMAND. WILLIAM BOWN AND PAUL JACOBS PRESENT THEIR THOUGHTS ON THE DIMENSIONS OF UNEMPLOYMENT. (BH)
AIM/ARM: VT009931

5063 UNEMPLOYMENT IN THE DEFENSE INDUSTRY AN ANALYSIS OF THE UNEMPLOYED WORKERS JOB SEARCH STRATEGY AND THE MANPOWER POLICIES OF THE FIRM. DEC 73
YEAGER, JAMES HICKMAN, JR.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 115P.; PH.D. DISSERTATION, TEXAS A + M UNIVERSITY
DEMOGRAPHY, DOCTORAL THESES, EMPLOYMENT INTERVIEWS, INDUSTRY, JOB APPLICANTS, JOB LAYOFF, JOBS, JOB TENURE, LABOR FORCE, LABOR MARKET, MANPOWER UTILIZATION, NATIONAL DEFENSE, OCCUPATIONAL SURVEYS, PERSONNEL POLICY, TABLES (DATA), UNEMPLOYMENT, JOB SEARCH, MANPOWER RESEARCH
THE UNEMPLOYMENT PROBLEM IN THE DEFENSE INDUSTRY HAS OFTEN HAD THE ATTENTION OF FEDERAL POLICY MAKERS OVER THE PAST SEVERAL YEARS. ANALYZING THIS PROBLEM WAS ACCOMPLISHED BY FIRST EXAMINING THE JOB SEARCH BEHAVIOR OF SKILLED UNEMPLOYED DEFENSE WORKERS. THIS SEARCH STRATEGY DIFFERS AMONG THE UNEMPLOYED WORKERS AND DEPENDS ON PERSONAL CHARACTERISTICS SUCH AS AGE, SEX, LEVEL OF EDUCATION, AND PRELAYOFF SALARY. IN ADDITION, THE JOB SEARCH BEHAVIOR OF THESE INDIVIDUALS DEPENDS ON EACH WORKERS LEVEL OF SPECIFIC SKILL AND HIS PERSONAL VALUATION OF THE PROBABILITY OF RECALL BY HIS FORMER EMPLOYER. THE MANPOWER POLICIES OF FIRMS IN THE DEFENSE INDUSTRY WERE NEXT EXAMINED THROUGH AN ANALYSIS OF THE FACTORS WHICH AFFECT THE INDIVIDUAL FIRMS OPTIMAL STOCK OF LABOR. IN ADDITION, THE INFLUENCE OF THE DISPLACED WORKERS JOB SEARCH STRATEGY ON THE FIRMS MANAGEMENT OF ITS LABOR FORCE WAS DETERMINED. THESE HYPOTHESES WERE THEN EMPIRICALLY TESTED WITH DATA AVAILABLE FROM SURVEYS OF WORKERS LAID OFF BY THREE DEFENSE FIRMS DURING THE YEARS 1963-65. (INCLUDED IS A THREE-PAGE BIBLIOGRAPHY.) (AUTHOR/BP)
ERIC: ED099479

5054 UNEMPLOYMENT IN THE URBAN CORE AN ANALYSIS OF THIRTY CITIES WITH POLICY RECOMMENDATIONS. PRAEGER SPECIAL STUDIES IN U.S. ECONOMIC, SOCIAL, AND POLITICAL ISSUES. 72
FRIEDLANDER, STANLEY L.
COLUMBIA UNIV., NEW YORK, N.Y. CONSERVATION OF HUMAN RESOURCES PROJECT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 256P.
DEMOGRAPHY, DISADVANTAGED YOUTH, ECONOMIC RESEARCH, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, METROPOLITAN AREAS, NEGRO EMPLOYMENT, PUBLIC POLICY, RACIAL DISCRIMINATION, UNEMPLOYMENT, URBAN SLUMS, YOUTH EMPLOYMENT
THIS STUDY EXPLORES THE DETERMINANTS OF URBAN UNEMPLOYMENT IN 30 MAJOR CITIES, PARTICULARLY IN THE INNER CORE SLUMS AMONG NONWHITES AND YOUTH. USING DATA FOR 1960, A YEAR OF RECESSION, AND 1966, A YEAR OF PROSPERITY, THE AUTHOR FOUND THAT A FACTOR WHICH MAY BE IMPORTANT UNDER ONE SET OF ECONOMIC CONDITIONS IS NOT SO IN ANOTHER CYCLE. ALTHOUGH UNEMPLOYMENT IN THE NATION DROPPED BETWEEN THE STUDY YEARS, MANY LARGE CITIES DID NOT EXPERIENCE A PROPORTIONATE DECREASE IN UNEMPLOYMENT. THIS SELECTIVE PROSPERITY AMONG CITIES AND SLUMS IS EXAMINED AND IDENTIFIED. THE STUDYS MOST SURPRISING FINDING WAS PROBABLY THAT A HIGH RATE OF CRIMES AGAINST PROPERTY CORRELATES WITH LOWER UNEMPLOYMENT RATES FOR MINORITIES AND SLUM DWELLERS, DUE TO THE FACT THAT MANY DISADVANTAGED PERSONS VIEW ILLEGAL ACTIVITIES AS AN ALTERNATIVE TO NO WORK OR MARGINAL JOBS AND THEREFORE STOP LOOKING FOR REGULAR EMPLOYMENT. RACIAL DISCRIMINATION WAS FOUND TO BE A MAJOR FACTOR IN THE HIGH UNEMPLOYMENT RATES AMONG NONWHITES AND SLUM DWELLERS, CONTRIBUTING TO THE SEEKING OF ILLEGAL INCOME OPPORTUNITIES. THE AUTHOR STRESSES THAT MANPOWER TRAINING MUST BE MORE CLOSELY LINKED TO JOB PLACEMENT TO BE OF HELP TO THE URBAN DISADVANTAGED. POLICY RECOMMENDATIONS DERIVED FROM THE FINDINGS ARE ADDRESSED PRIMARILY TO THE FEDERAL GOVERNMENT BUT WITH IMPORTANT ROLES FOR STATE AND LOCAL GOVERNMENTS. (MF)
ERIC: ED075604 PRAEGER PUBLISHERS, 111 FOURTH AVENUE, NEW YORK, N.Y. 10003 (NO PRICE QUOTED)

5055 UNEMPLOYMENT INSURANCE: TIME FOR REFORM 1975
FELDSTEIN, M.S.
HARVARD BUSINESS REVIEW, VOL.53, NO.2, MARCH/APRIL 1975, P. 51-61. BIBLIOG. 1
ECONOMIC REFORM, ECONOMICS, LABOR FORCE, MOTIVATION, UNEMPLOYMENT BENEFITS, WAGES, WORK ETHIC
HIGH PAYMENTS BY JOBLESS PAY PROGRAMS ARE AN INCENTIVE FOR THE UNEMPLOYED TO PUT OFF TAKING JOBS AND FOR EMPLOYERS TO HIRE SEASONAL WORKERS AT LOW PAY. REFORMS SHOULD BE INSTITUTED TO DISCOURAGE SUCH PRACTICES.
MGMT: HB975C0051

5056 THE UNEMPLOYMENT-INFLATION DILEMMA A MANPOWER SOLUTION. 71
HOLT, CHARLES C.;AND OTHERS
URBAN INST., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 113P.
ECONOMIC RESEARCH, EMPLOYMENT PROGRAMS, FINANCIAL POLICY, LABOR ECONOMICS, LABOR MARKET, MANPOWER UTILIZATION, MATHEMATICAL MODELS, PUBLIC POLICY, STATISTICAL ANALYSIS, UNEMPLOYMENT, INFLATION
UNEMPLOYMENT AND INFLATION POSE A TRADE-OFF PROBLEM WITH ONE BEING EMPLOYED AT THE EXPENSE OF THE OTHER, SERIOUSLY HAMPERING EFFORTS TO DEAL EFFECTIVELY WITH POVERTY, CRIME, POLLUTION, AND OTHER DOMESTIC PROBLEMS. WHEN UNEMPLOYMENT IS HIGH, REAL INCOME IS RELATIVELY LOW SO THE NATION FEELS THAT IT CANNOT AFFORD MEASURES TO SOLVE THESE QUESTIONS. BUT WHEN INFLATION IS HIGH, SPENDING IS RESISTED FOR FEAR OF CONTRIBUTING TO HIGHER INFLATION. AS NATIONAL POLICY CONCERN SHIFTS FROM UNEMPLOYMENT TO INFLATION AND BACK AGAIN, AGGREGATE DEMAND MEASURES ARE SHIFTED ALTERNATELY TO SUPPLY ECONOMIC RESTRAINT OR STIMULUS WITH MANY UNDESIRABLE SIDE EFFECTS AND NO REAL SOLUTION TO THE PROBLEM. IN THEIR SEARCH FOR MORE PROMISING POLICY APPROACHES, THE AUTHORS CONCLUDE THAT MONETARY AND FISCAL POLICIES HAVE REACHED THE LIMITS OF THEIR CAPABILITY TO ATTAIN LASTING FULL EMPLOYMENT AND PRICE STABILITY. FOR FURTHER IMPROVEMENT WE MUST SEEK STRUCTURAL CHANGE IN THE ECONOMY. MANPOWER PROGRAMS HAVE THE POTENTIAL FOR REDUCING UNEMPLOYMENT WITHOUT CAUSING INFLATION. (MF)
ERIC: ED074260 PUBLICATIONS OFFICE, THE URBAN INSTITUTE, 2100 M STREET, NW, WASHINGTON, D.C. 20037 ($2.95)

5057 UNEMPLOYMENT: ITS SCOPE, MEASUREMENT, AND EFFECT ON POVERTY. 71
FERGUSON, ROBERT H.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 41P.1971 REVISION.
UNEMPLOYMENT, ECONOMICALLY DISADVANTAGED, LABOR ECONOMICS, EMPLOYMENT LEVEL, INDIVIDUAL CHARACTERISTICS, GOVERNMENT ROLE, EQUAL OPPORTUNITIES (JOBS), LABOR MARKET, FEDERAL LAWS, DEMOGRAPHY, AUTOMATION, EMPLOYMENT ACT OF 1946
UNEMPLOYMENT WAS RECOGNIZED EXPLICITLY AS A CONCERN OF THE FEDERAL GOVERNMENT FOR THE FIRST TIME WITH THE EMPLOYMENT ACT OF 1946. THIS REPORT DEFINES THE VARIOUS TYPES OF UNEMPLOYMENT AND DISCUSSES THEIR CAUSES. METHODS FOR MEASURING UNEMPLOYMENT ARE DESCRIBED, AND A PROFILE OF THE TYPICAL PERSON WITH EMPLOYMENT PROBLEMS IS DEVELOPED. EDUCATION IS IDENTIFIED AS THE KEY TO ECONOMIC OPPORTUNITY FOR ALL. THE EMPLOYMENT ACT OF 1946 IS APPENDED. (BH)
AIM/ARM: VT013596 PUBLICATIONS DIVISION, ILR SCHOOL, N.Y. STATE SCHOOL OF INDUSTRIAL & LABOR RELATIONS, CORNELL UNIVERSITY, ITHACA, N.Y. 14850 (NEW YORK STATE--ONE COPY

(CONT.)
5067 FREE, ALL OTHERS $2.00, PLUS $.25 HAN

5068 UNEXPECTED RESULTS WHEN TRAINING THE DISADVANTAGED 69 OCT
VAN BRUNT, ROBERT E.
TRAINING DEVELOP J:23:10:22-26
CHANGING ATTITUDES, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, SUPERVISORS
ERIC: EJ008676

5069 UNION-INDUCED RACIAL ENTRY BARRIERS F 70
KAPPING, LEONARD A.
JOURNAL OF HUMAN RESOURCES:5:4:447-474
COLLECTIVE BARGAINING, COMPARATIVE ANALYSIS, LABOR ECONOMICS, LABOR UNIONS, NEGRO EMPLOYMENT, NEGROES, RACIAL DISCRIMINATION
FOUND THAT ON AVERAGE COLLECTIVE BARGAINING HEIGHTENS RACIAL ENTRY BARRIERS. (BH)
ERIC: EJ028934

5070 THE UNIONIZING DRIVE: WHATS FAIR, WHATS LEGAL 1975
CLAVERING, R.
SUPERVISORY MANAGEMENT, VOL.20, NO.9, SEPT 1975, P. 25-34.
COLLECTIVE BARGAINING, DISCRIMINATION, EMPLOYEE RELATIONS, INDUSTRIAL RELATIONS, LABOR LAW, LABOR RELATIONS, MANAGEMENT, MANAGEMENT FUNCTIONS, STRIKE, UNIONS, WAGES
MANAGEMENT SHOULD BE FULLY AWARE OF LABOR LAWS TO ENSURE RESPONSIBLE ACTIONS AND AID IN STRIKE PREVENTION.
MGMT: SPM75I0025

5071 UNIONS AND DAY CARE CENTERS FOR THE CHILDREN OF WORKING MOTHERS JAN 71
MILLER, JOYCE D.
CHILD WELFARE:50:1:38-39
DAY CARE PROGRAMS, DAY CARE SERVICES, LABOR UNIONS, PILOT PROJECTS, WORKING WOMEN, AMALGAMATED CLOTHING WORKERS OF AMERICA, ACWA
REPORTS INVOLVEMENT OF THE AMALGAMATED CLOTHING WORKERS OF AMERICA IN ESTABLISHING A PILOT DAY CARE CENTER FOR WORKERS CHILDREN. PARENT EDUCATION AND CENTER PROGRAM ARE DESCRIBED. (NH)
ERIC: EJ038643

5072 UNIONS AND LABOR MARKET SEGMENTATION 22 JUN 75
KAHN, LAWRENCE MAX
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-91-06-75-06
NOTES: FINAL REPT. 210P
LABOR MARKET, ECONOMETRICS, LABOR UNIONS, NTISLABPEU
THIS REPORT STUDIES THE RELATIONSHIP AMONG UNIONISM, LABOR MARKET SEGMENTATION AND DUAL LABOR MARKETS. TO DETERMINE WHETHER UNIONS HELP LEAD TO PRIMARY OR PROTECTED MARKETS, AN INTER-INDUSTRY ECONOMETRIC STUDY A CASE STUDY OF THE SAN FRANCISCO LONGSHOREMEN. IN THE FORMER, IT WAS FOUND THAT UNIONS LEAD TO HIGHER ANNUAL EARNINGS AND LOWER QUIT RATES, TWO IMPORTANT ASPECTS OF PRIMARY JOBS. IN THE LATTER, WE FOUND THAT THE WEST COAST LONGSHOREMENS UNION IN THE 1930S TRANSFORMED LONGSHORING IN S. F. FROM A SECONDARY TO A PRIMARY JOB WITH REGARD TO EARNINGS, JOB SECURITY AND WORKING CONDITIONS. TO DETERMINE WHETHER UNIONS LEAD TO DUALISM AN ECONOMETRIC COMPARISON OF NON-UNION WORKERS IN A UNION ENVIRONMENT (S.F.) WITH THOSE IN A LESS UNIONIZED WAS MADE ENVIRONMENT (LOS ANGELES). IT IS CONCLUDED ALL ELSE EQUAL, HIGHER REAL ANNUAL EARNINGS, MORE WEEKS EMPLOYMENT AND MORE STABLE EMPLOYMENT THAN THOSE IN S. F. THUS, WE CONCLUDE THAT UNIONS HELP LEAD TO DIVERGENT DEVELOPMENT OF THE JOB CONDITIONS FACING UNION AND NON-UNION WORKERS.
NTIS: PB-244 176/4ST NTIS PRICES PC$7.25/MF$2.25

5073 UNIONS AND MANPOWER A NATURAL PARTNERSHIP AUG 72
FASSER, PAUL J., JR.
MANPOWER:4:3:2-5
APPRENTICESHIPS, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, JOB TRAINING, LABOR UNIONS, MANPOWER DEVELOPMENT
GROWTH OF UNION PARTICIPATION IN AND SPONSORSHIP OF MANPOWER TRAINING PROGRAMS, PARTICULARLY IN THE LAST FOUR YEARS, WITH EMPHASIS ON PREPARATION OF MINORITY AND OTHER DISADVANTAGED YOUTH. (MF)
ERIC: EJ069031

5074 UNIONS CALL THE CRISIS JUST PROPAGANDA 1975
BUSINESS WEEK, NO.2399, SEPT 22, 1975, P. 109-110.
AFL-CIO, AUTOMOBILE INDUSTRY, CAPITAL INVESTMENTS, COLLECTIVE BARGAINING, ECONOMIC FORECAST, ECONOMICS, INCENTIVES, INDUSTRIAL RELATIONS, INFLATION, LABOR MANAGEMENT, TAX CREDIT, UNEMPLOYMENT, UNIONS, WAGES
UNION LEADERS DENY THE EXISTENCE OF A CAPITAL CRISIS, DO NOT FAVOR DEMANDS FOR CORPORATE TAX BREAKS FOR BUSINESS AND WILL CONTINUE MILITANT WAGE BARGAINING IN KEY INDUSTRIES.
MGMT: BWE75I2249

5075 UNIONS: NEW STRESS ON OLD SOLIDARITY 1977
BUSINESS WEEK, NO.2485, MAY 30, 1977, P. 29-30.
INDUSTRIAL RELATIONS, LEADERSHIP, POLITICS, UNIONS, WORKING CONDITIONS, YOUTH

(CONT.)
5075 UNION MANAGEMENT IS UNDER A METAMORPHISIS AS THE BROAD UNIFORM WORKER BASE IS BEGINNING TO SEGMENT ITSELF INTO INTEREST GROUPS. THE SHARPEST DIVISIONS HAVE OCCURED DUE TO AGE AND SKILL DIFFERENCES AMONG RANK AND FILE MEMBERS.
MGMT: BHE77E3029

5076 UNISEX JOBS AND NONTRADITIONAL EMPLOYMENT   1975
EVANS, V.M.
PERSONNEL, VOL.52, NO.6, NOV-DEC 1975, P. 31-37.
EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, JOB DESCRIPTION, MANAGEMENT, PERSONNEL MANAGEMENT, WOMEN
THIS ARTICLE DISCUSSES HOW THE GOVERNMENT REGULATORY AGENCY FOR EQUAL EMPLOYMENT OPPORTUNITY IS PUSHING THE CONCEPT OF NONTRADITIONAL EMPLOYMENT. THIS NONTRADITIONAL EMPLOYMENT IS TRYING TO ERASE THE AND ELIMINATING THE SEX STEREOTYPING IN JOBS. IT IS PUSHING MORE TOWARDS THE IMAGE OF UNISEX JOBS. THE ARTICLE FURTHER DELVES IN THE SUCCESS OF SUCH A SCHEME.
MGMT: PER75K0031

5077 THE UNITED STATES EMPLOYMENT SERVICE A CONCEPTUAL MODEL OF OUTPUTS, VALUES, AND ILLUSTRATIVE ESTIMATIONS. VOLUME II APPENDICES.   DEC 76
WEINER, NEIL S.:AND OTHERS
BOEING COMPUTER SERVICES, INC., MCLEAN, VA. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-20-11-75-50
NOTES: 266P.: FOR A RELATED DOCUMENT SEE CE 010 997 : BEST COPY AVAILABLE: APPENDICES DEVELOPED BY ECONOMIC ANALYSIS GROUP, BOEING COMPUTER SERVICES, INC.
ANNOTATED BIBLIOGRAPHIES, BIBLIOGRAPHIES, DATA ANALYSIS, EMPLOYMENT SERVICES, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, JOB PLACEMENT, LABOR FORCE, LABOR MARKET, LABOR SUPPLY, MATHEMATICAL APPLICATIONS, MEASUREMENT INSTRUMENTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SEX (CHARACTERISTICS), STATISTICAL DATA, TABLES (DATA), UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, UNITED STATES EMPLOYMENT SERVICE
THIS VOLUME CONTAINS APPENDIXES OF A REPORT CONCERNED WITH THE CONCEPTUAL EXPLORATION OF THE VARIOUS ACTIVITIES OF THE U.S. EMPLOYMENT SERVICE (ES) AND THE DEVELOPMENT OF COMPREHENSIVE MEASURES OF OUTPUT AND PRODUCTIVITY. THE NINE APPENDIXES ARE TITLED BIBLIOGRAPHY BY TOPIC AND ANNOTATED SELECTED REFERENCES (23 PAGES OF REFERENCES NOTED IN VOLUME 1 AND ANNOTATED SELECTIONS ON TOPICS RELATED TO EMPLOYMENT SERVICE ACTIVITIES): SITE VISIT REPORT--TO ES STATE AND LOCAL OFFICES (27 PAGES): CONCEPTUAL DEVELOPMENT LABOR EXCHANGE AND ENFORCEMENT VALUES (37 PAGES): THE IMPACT OF UI (UNEMPLOYMENT INSURANCE) PLACEMENTS AND DENIALS ON UNEMPLOYMENT COMPENSATION PAYMENTS (25 PAGES): SOME EVIDENCE ON THE CHARACTERISTICS OF DISQUALIFIED UI CLAIMANTS (23 PAGES): EMPLOYMENT SERVICE PRODUCTIVITY SIMULATION SYSTEM (ESPSS) USER DOCUMENTATION (28 PAGES): ESTIMATION OF PARAMETER VALUE RANGES FOR ES PRODUCTIVITY SIMULATIONS (16 PAGES): ES PRODUCTIVITY ESTIMATES BASED ON AVAILABLE DATA EMPIRICAL RESULTS AND SENSITIVITY TO UNCERTAINTY (43 PAGES): AND SOCIAL VALUE WEIGHTS FOR ES ACTIVITIES METHODOLOGY, INCENTIVES, EQUITY, AND POLICY CONSIDERATIONS. (21 PAGES). (SH)
ERIC: ED138760   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5078 THE UNITED STATES EMPLOYMENT SERVICE A CONCEPTUAL MODEL OF OUTPUTS, VALUES, AND ILLUSTRATIVE ESTIMATIONS. VOLUME 1 FINAL REPORT.   DEC 76
WEINER, NEIL S.:AND OTHERS
BOEING COMPUTER SERVICES, INC., MCLEAN, VA. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-20-11-75-50
NOTES: 119P.: FOR A RELATED DOCUMENT SEE CE 010 998 : BEST COPY AVAILABLE: THIS STUDY WAS DEVELOPED BY THE ECONOMIC ANALYSIS GROUP, BOEING COMPUTER SERVICES, INC.
AGENCY ROLE, CONCEPTUAL SCHEMES, DATA ANALYSIS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, JOB APPLICANTS, JOB PLACEMENT, LABOR SUPPLY, PRODUCTIVITY, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, RESOURCES, SOCIAL INFLUENCES, SOCIAL WELFARE, STATE PROGRAMS, UNITED STATES EMPLOYMENT SERVICE
THE CONCEPTUAL FRAMEWORK BEHIND THE MODEL OF AGGREGATE U.S. EMPLOYMENT SERVICE (ES) PRODUCTIVITY IS DESCRIBED IN THIS REPORT (AND THE COMPANION VOLUME OF APPENDIXES) ALONG WITH THE ILLUSTRATIVE ESTIMATES OF ES PRODUCTIVITY USING THE MODEL. CHAPTER 1 INTRODUCES THE QUESTION OF PRODUCTIVITY MEASUREMENT IN A SOCIAL PURPOSE. CHAPTER 2 CONTAINS A DISCUSSION OF PERTINENT RESEARCH FINDINGS AND OTHER DOCUMENTS REVIEWED IN ORDER TO DEVELOP A FUNDAMENTAL UNDERSTANDING OF THE ECONOMIC ROLE OF THE ES. CHAPTERS 3 AND 4 IDENTIFY AND ANALYZE THE ECONOMIC AND SOCIAL OUTPUTS OF ES LABOR EXCHANGE ACTIVITIES. CHAPTER 5 EVALUATES THE WORK TEST ASPECTS OF ES ENFORCEMENT ACTIVITIES. BOTH CHAPTERS 4 AND 5 INCLUDE ESTIMATES OF THE VALUE OF ES OUTPUTS ON THE BASIS OF FISCAL YEAR 1974 DATA. CHAPTER 6 COMBINES ILLUSTRATIVE VALUE ESTIMATES OF OUTPUT AND TRANSFER SAVINGS BY STATE AND ALSO REPORTS ON A SENSITIVITY ANALYSIS OF THESE ESTIMATES TO UNCERTAINTY AFFECTING VARIOUS DIMENSIONS OF THE MANAGEMENT PROCESS. CONCLUSIONS AND RECOMMENDATIONS ARE SUMMARIZED IN CHAPTER 7. (WL)
ERIC: ED138759   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5079 UNIVERSAL CHILD CARE   AUG 71
WILLIAMS, A. KENTON
YOUNG CHILDREN:26:6:348-356
BUSINESS, CHILD CARE, CHILD DEVELOPMENT, DAY CARE PROGRAMS, DAY CARE SERVICES, ECONOMIC FACTORS, OBJECTIVES, SOCIAL FACTORS, WORKING WOMEN

(CONT.)
5079 AN OVERVIEW OF THE FACTORS INFLUENCING GROWING EMPHASIS ON DAY CARE AND AN EXAMINATION
OF THE HISTORICAL DEVELOPMENT, CURRENT TRENDS AND FUTURE GOALS OF DAY CARE. (AUTHOR/AJ)
ERIC: EJ043356

5080 A UNIVERSAL YOUTH SERVICE   JAN-FEB 77
EBERLY, DONALD J.
SOCIAL POLICY;7;4;43-6
PROGRAM DESCRIPTIONS, YOUTH PROGRAMS, YOUTH OPPORTUNITIES, COMMUNITY SERVICES, YOUTH
EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, PROGRAM COSTS, WASHINGTON (SEATTLE)
EXAMINES THE PROGRAM FOR LOCAL SERVICE (PLS), WHICH BEGAN IN 1943 IN THE SEATTLE AREA.
ESSENTIALLY, THE PROGRAM PROVIDED FOR YOUTH VOLUNTEERS TO SERVE IN APPROVED PUBLIC OR
NONPROFIT ORGANIZATIONS. (AUTHOR/AM)
ERIC: EJ161416

5081 THE UNIVERSITY AND MANPOWER EDUCATIONAL SERVICES AN EXPERIMENTAL AND DEMONSTRATION
PROJECT.   JUL 71
WILLIAMS, J. EARL
HOUSTON UNIV., TEX. CENTER FOR HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL),
WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 105P.
COMMUNITY INVOLVEMENT, CURRICULUM DEVELOPMENT, DEMONSTRATION PROJECTS, MANPOWER NEEDS,
MANPOWER UTILIZATION, PROGRAM DEVELOPMENT, TRAINING, UNIVERSITIES
THE GOAL OF THE MANPOWER EDUCATIONAL SERVICES PROJECT AT THE UNIVERSITY OF HOUSTON WAS,
IN THE SHORT RUN, TO EXPLORE USING A UNIVERSITYS CAPABILITY AND POSITION IN THE
COMMUNITY TO CONTRIBUTE TO THE UNDERSTANDING AND FUNCTIONING OF MANPOWER PROGRAMS IN ITS
GEOGRAPHIC AREA. IN THE LONG RUN, IT WAS HOPED THAT A PERMANENT CENTER COULD BE
ESTABLISHED WITH STATE AND LOCAL SUPPORT AND FINANCING. THIS PROGRAM INCLUDED A SMALL
COLLEGE MANPOWER LECTURE SERIES, A HOUSTON EMPLOYER PROGRAM, A SERIES OF MANPOWER
CONFERENCES, AND A STAFF DEVELOPMENT PROGRAM FOR MANPOWER RELATED AGENCIES. OUT OF THIS
PROJECT A PERMANENT CENTER, THE CENTER FOR HUMAN RESOURCES, HAS EVOLVED. THIS CENTER
OFFERS TECHNICAL ASSISTANCE, TRAINING AND ORIENTATION, INFORMATION SERVICES, AND
RESEARCH TO THE COMMUNITY AND IS CURRENTLY DEVELOPING A COLLEGE CURRICULUM IN MANPOWER
WHICH SHOULD BE AVAILABLE BY THE FALL OF 1971. THE RESULTS OF THIS SHOWED THAT IT IS
POSSIBLE TO TAKE A RELATIVELY SMALL CONTRACT WHICH CALLS FOR SERVICES NECESSARY TO THE
DEVELOPMENT OF A MANPOWER RELATED CENTER, AND GIVEN TIME, ACHIEVE THE MORE IMPORTANT
LONG RUN OBJECTIVE, THE DEVELOPMENT OF A MAJOR MANPOWER RESOURCE IN THE FORM OF A
MANPOWER RELATED CENTER ON A UNIVERSITY CAMPUS. (AUTHOR)
ERIC: ED061954   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202
116: MF $1.45, HC $3.00)

5082 UNIVERSITY LIBRARY PARTICIPATION IN THE NEIGHBORHOOD YOUTH CORPS PROGRAM.   74
SPARKS, RITA
OAKLAND UNIV., ROCHESTER, MICH. KRESGE LIBRARY.
NOTES: 12P.
DISADVANTAGED YOUTH, FAILURE FACTORS, JOB ANALYSIS, JOB TRAINING, LIBRARIES, LIBRARY
ROLE, ON THE JOB TRAINING, PROGRAM EVALUATION, PROGRAM PLANNING, SUCCESS FACTORS,
UNIVERSITY LIBRARIES, YOUTH AGENCIES, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD
YOUTH CORPS, NYC
THE OAKLAND UNIVERSITY KRESGE LIBRARY IN ROCHESTER, MICHIGAN PLACED 10 NEIGHBORHOOD
YOUTH CORPS (NYC) ENROLLEES IN THEIR LIBRARY FOLLOWING ASSURANCES THAT THEY WOULD BE
TESTED PRIOR TO PLACEMENT AND ASSIGNED TO AREAS OF THEIR OCCUPATIONAL CHOICE. THE
PROJECT REQUIRED 32 HOURS OF WORK PER WEEK FOR 9 WEEKS AT $2.00 PER HOUR, PAID BY THE
NYC PROGRAM. THE NYC PROGRAM WAS ALSO TO PROVIDE THE ENROLLEES WITH COUNSELING AND
INSTRUCTIONAL SESSIONS RELATED TO THEIR WORK EXPERIENCES. IT WAS FOUND THAT HEEDING THE
NYC SUCCESS MODEL CRITERIA, ANALYZING JOBS PRIOR TO THE START OF THE PROGRAM, TAKING
INTO ACCOUNT THE GREGARIOUSNESS OF THE YOUTH, PROVIDING CONTINUOUS TRAINING, AND
ENCOURAGING POSITIVE ATTITUDES ON THE PART OF SUPERVISORS ARE ESSENTIAL TO A SUCCESSFUL
NYC PROGRAM. FOUR PEOPLE WERE TERMINATED DURING THE PROGRAM; 5 DID A COMMENDABLE JOB AND
RECEIVED GOOD RECOMMENDATIONS FROM THEIR SUPERVISORS. ALMOST ALL OF THE LIBRARY
SUPERVISORS EXPRESSED CONCERN WITH THE STRUCTURE AND LACK OF COOPERATION ON THE PART OF
THE NYC SUPERVISORY STAFF. THE PROGRAM WAS EXPENSIVE IN TERMS OF TRAINING AND
SUPERVISION, BUT IT WAS CONCLUDED THAT, OVERALL, THE PROGRAM WAS MUTUALLY BENEFICIAL,
AND WOULD BE PARTICIPATED IN AGAIN. (KKC)
ERIC: ED108568

5083 UNIVERSITY MANPOWER RESEARCH SEMINAR FOR THE STIMULATION OF PROFESSIONAL RESEARCH
INTEREST.   OCT 69
KAUFMAN, JACOB J.;LEVINE, LOUIS
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. INST. FOR RESEARCH ON HUMAN RESOURCES.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 77P.
CULTURALLY DISADVANTAGED, EDUCATIONAL RESEARCHERS, MANPOWER DEVELOPMENT, SEMINARS,
UNEMPLOYMENT, MANPOWER RESEARCH, UNIVERSITY MANPOWER RESEARCH SEMINARS
SEMINARS WERE CONDUCTED AT CORNELL UNIVERSITY AND ARIZONA STATE UNIVERSITY TO ENCOURAGE
MANPOWER RESEARCH AMONG PERSONS WHO HAD RECENTLY RECEIVED DOCTORATES IN THE SOCIAL AND
BEHAVIORAL SCIENCES. INDIVIDUALS WHO SHOWED PROMISE FOR MAKING POSITIVE CONTRIBUTIONS TO
MANPOWER RESEARCH WERE SELECTED FROM BOTH LARGE AND SMALL INSTITUTIONS OF HIGHER
LEARNING. PRIOR TO THE SEMINARS, THEY RECEIVED READING MATERIALS AND A SERIES OF

(CONT.)
5093 SUGGESTED QUESTIONS FOR DISCUSSION. THE MAJOR DISCUSSION TOPICS WERE THE EMPLOYMENT OF MINORITY WORKERS, THE PSYCHOLOGICAL ROOTS OF GHETTO HARD-CORE UNEMPLOYMENT, AND IMPLEMENTATION AND SUPPORT FOR MANPOWER RESEARCH. IN RESPONSE TO A QUESTIONNAIRE SENT TO THE SEMINAR PARTICIPANTS, 90 PERCENT FAVORED THE CONTINUATION OF THE RESEARCH SEMINARS, AND 90 PERCENT STATED THAT THE SEMINAR HAD INFLUENCED THEM TO ENGAGE IN MANPOWER RESEARCH. SEMINAR AGENDAS, A LIST OF THE PARTICIPANTS, DISCUSSION QUESTIONS, AND A SEMINAR EVALUATION FORM ARE APPENDED. (BC)
ERIC: ED054306 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199363, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

5094 UNIVERSITY STUDENTS AND THE EMPLOYMENT MARKET--A PROFILE OF PRESENT GRADUATES FROM UNIVERSITY COLLEGE, NAIROBI. STAFF PAPER NO. 74. JUN 70
FASTAD, SVEIN-ERIK
UNIVERSITY COLL., NAIROBI (KENYA).
NOTES: 46P.
COLLEGE GRADUATES, EMPLOYMENT, GRADUATE SURVEYS, GUIDANCE PROGRAMS, HIGHER EDUCATION, INTERNATIONAL EDUCATION, JOB MARKET, QUESTIONNAIRES, STATISTICAL DATA, STUDENT CHARACTERISTICS, SURVEYS, KENYA, NAIROBI, UNIVERSITY COLLEGE
THERE ARE VARIOUS ASSUMPTIONS UNDERLYING THE UNIVERSITY TRACER PROJECT AT THE UNIVERSITY COLLEGE, NAIROBI, AFRICA (1) THAT THERE IS A RELATIONSHIP BETWEEN SUBJECTS STUDIED IN UNIVERSITY AND THE EMPLOYMENT SOUGHT AND FOUND; (2) THAT THIS RELATIONSHIP WILL INCREASE AS COMPETITION FOR JOBS INCREASES; (3) THAT THIS RELATIONSHIP IS SUFFICIENTLY FLEXIBLE TO ALLOW FOR CAREER GUIDANCE; AND (4) THAT THE EXPERIENCE OF EARLIER GRADUATES WILL PROVIDE A MEANINGFUL SOURCE OF INFORMATION FOR THE GUIDANCE OF LATER GRADUATES. THE INTERVIEW QUESTIONNAIRE, WHICH WAS ADMINISTERED TO ALL KENYAN THIRD YEAR STUDENTS AT UNIVERSITY COLLEGE, NAIROBI IN MID-APRIL 1970, HAD THREE BASIC OBJECTIVES (1) TO LEARN SOMETHING ABOUT THE STUDENT APPROACH TO THE EMPLOYMENT MARKET; (2) TO LEARN SOMETHING ABOUT THE REASONS GUIDING THE STUDENTS CHOICE OF SUBJECTS IN UNIVERSITY; (3) TO FAMILIARIZE THE GRADUATING STUDENTS WITH THE OBJECTIVE OF CAREER GUIDANCE AND THEREBY ENLIST THEIR SUPPORT AND COOPERATION LATER. THIS PAPER IS A BRIEF REVIEW OF THE QUESTIONNAIRE. STATISTICAL TABLES DISPLAY THE RESULTS IN THE FOLLOWING AREAS TOTAL NUMBER OF STUDENTS BY DISCIPLINE, YEAR OF BIRTH BY DISCIPLINE, HOME PROVINCE BY DISCIPLINE, RELIGION, SEX, FATHERS OCCUPATION, MOTHERS EDUCATION, POSTGRADUATE QUALIFICATION DESIRED, HOW JOB WAS FOUND, STATUS OF JOB. (AUTHOR/RC)
ERIC: ED100198

5095 UNLOCKING THE SECOND GATE THE ROLE OF FINANCIAL ASSISTANCE IN REDUCING RECIDIVISM AMONG EX-PRISONERS. R+D MONOGRAPH 45. 77
LENIHAN, KENNETH J.
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 74P.
ADJUSTMENT (TO ENVIRONMENT), BEHAVIOR CHANGE, CASE STUDIES, EXPERIMENTAL PROGRAMS, FINANCIAL SUPPORT, JOB PLACEMENT, PRISONERS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, RECIDIVISM, RESEARCH, SOCIAL FACTORS, MARYLAND, MARYLAND (BALTIMORE)
THIS REPORT DESCRIBES AN EXPERIMENT CARRIED OUT IN BALTIMORE BETWEEN 1971 AND 1974 WHICH WAS DESIGNED TO DETERMINE, USING 432 EX-PRISON INMATES, WHETHER SMALL AMOUNTS OF FINANCIAL AID WOULD REDUCE RECIDIVISM AMONG HIGH-RISK OFFENDERS RECENTLY RELEASED FROM PRISON. THE OPENING SECTION OUTLINES THE RATIONALE FOR FINANCIAL AID, THE RESEARCH DESIGN, THE CHARACTERISTICS OF THE PARTICIPANTS, AND THE URBAN SETTING IN WHICH THEY LIVED. THE SECOND SECTION ASSESSES THE INFLUENCE OF FINANCIAL AID AND EMPLOYMENT ASSISTANCE ON DIFFERENT TYPES OF POSTRELEASE BEHAVIOR. REFLECTING A REVIEW OF COURT RECORDS, AS WELL AS THE RESULTS OF PRERELEASE AND MONTHLY POSTRELEASE INTERVIEWS, THIS SECTION EXPLORES FIRST- AND SECOND-YEAR ARREST AND CONVICTION RATES, EMPLOYMENT EXPERIENCE, AND THE CONTRASTING LIFESTYLES OF FINANCIAL AID RECIPIENTS AND NONRECIPIENTS. THE THIRD SECTION PROVIDES THREE COMPOSITE PORTRAITS OF TYPICAL PARTICIPANTS AND TRACES THEIR EXPERIENCES IN THE 13 WEEKS FOLLOWING RELEASE. THE FINAL SECTION OFFERS A SUMMARY ANALYSIS AND SOME CONCLUDING OBSERVATIONS CONCERNING THE POSSIBLE ROLE OF FINANCIAL AID IN REDUCING THE ECONOMIC AND SOCIAL COSTS OF CRIMINAL RECIDIVISM. THE APPENDIXES COMBINE THE RESEARCH DESIGN AND A SAMPLE PRERELEASE INTERVIEW FORM. (HD)
ERIC: ED134704

5096 UNUSED MANPOWER, THE NATIONS LOSS. SEP 66
FOURTUNE, ALEXANDER A.;SEFFER, RICHARD G.
NOTES: 30P.
ACADEMIC ACHIEVEMENT, ADULTS, AGE, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, MALES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MIDDLE AGED, RACIAL CHARACTERISTICS, UNEMPLOYED, MDTA PROGRAMS
DESPITE RECORD PEAKS IN EMPLOYMENT AND PRODUCTION, THE ECONOMY IS FAILING TO UTILIZE FULLY THE POTENTIAL OF ITS MANPOWER RESOURCES AS COMPARED TO THE 1950S. IN 1965, THE EMPLOYMENT OF MEN BETWEEN THE AGES OF 25 AND 64 WOULD HAVE BEEN ABOUT 725,000 HIGHER IF THEY HAD WORKED AT THE RATE WHICH EXISTED FOR WHITE MEN IN 1951-53. THE GAP BETWEEN THE ACTUAL AND POTENTIAL EMPLOYMENT REPRESENTED A LOSS OF ALMOST $7 BILLION IN GROSS NATIONAL PRODUCT. TWO-THIRDS OF THE EMPLOYMENT GAP, 484,000, WERE CAUSED BY A HIGHER PROPORTION OF MEN OUTSIDE THE LABOR FORCE. THE REST, 238,000, REFLECTED HIGHER UNEMPLOYMENT. THE DECLINE IN THE UTILIZATION OF NONWHITE MANPOWER PERVADED ALL AGE GROUPS. OLDER MEN BETWEEN THE AGES OF 55 AND 64 ACCOUNTED FOR TWO-FIFTHS OF THE EMPLOYMENT GAP. EDUCATIONAL DIFFERENCES ARE ONE OF THE FACTORS OF MANPOWER UTILIZATION.

(CONT.)

5086 POORLY EDUCATED WORKERS WILL HAVE GREATER DIFFICULTY IN FINDING WORK AND ADAPTING TO CHANGE AS LABOR FORCE EDUCATIONAL LEVELS RISE AND TECHNOLOGY REACHES NEW LEVELS OF COMPLEXITY. AN EXPANDING ECONOMY GENERATING EMPLOYMENT OPPORTUNITIES IS NOT ADEQUATE TO SOLVE THE PROBLEMS. ACTION IS NEEDED TO ATTRACT THOSE WHO ARE NOT CURRENTLY IN THE LABOR FORCE. FURTHER USE OF MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS COULD RESTORE OLD AND DISABLED WORKERS TO THE PRODUCTIVE ROLE. DISCRIMINATION MUST BE ELIMINATED. BECAUSE SOME FACTORS IN UNEMPLOYMENT ARE STILL UNKNOWN, POLICY APPROACHES MUST BE FLEXIBLE AND RESPONSIVE TO NEW INFORMATION RELATING TO INDIVIDUAL NEEDS AND CAUSES OF LABOR FORCE BEHAVIORS. (FP)
AIM/ARM: VT004326

5087 UNUTILIZED MANPOWER IN POVERTY AREAS OF 6 U.S. CITIES   DEC 71
MILASKI, HARVEY J.
MONTHLY LABOR REVIEW:94:12:45-52
EDUCATIONAL PROBLEMS, EMPLOYMENT PROBLEMS, FAMILY PROBLEMS, LABOR FORCE NONPARTICIPANTS, MANPOWER UTILIZATION, SPECIAL HEALTH PROBLEMS, URBAN SLUMS
ERIC: EJ043679

5088 UP FROM POVERTY: NEW CAREER LADDERS FOR NONPROFESSIONALS.   68
RIESSMAN, FRANK;POPPER, HERMINE I.
NOTES: 332P.
CAREER OPPORTUNITIES, CORRECTIVE INSTITUTIONS, ECONOMICALLY DISADVANTAGED, ECONOMIC OPPORTUNITIES, HEALTH OCCUPATIONS, INDIGENOUS PERSONNEL, INDUSTRY, MANPOWER DEVELOPMENT, NONPROFESSIONAL PERSONNEL, SCHOOL AIDES, SOCIAL CHANGE, SOCIAL OPPORTUNITIES, SOCIAL WELFARE, TEACHER AIDES, TRAINING
THE 23 ESSAYS IN THIS COLLECTION (1) DISCUSS THE MOVEMENT TO PROVIDE CAREERS FOR POOR NON-PROFESSIONALS AS AN ECONOMIC AND SOCIAL REFORM, (2) DESCRIBE NEW CAREERS OCCUPATIONS IN SOCIAL WELFARE, EDUCATION, THE HEALTH SERVICES, CORRECTIONS, AND INDUSTRY, AND (3) OFFER GUIDELINES FOR DESIGNING NEW CAREERS OCCUPATIONS AND FOR TRAINING NONPROFESSIONALS.
ERIC: ED024744   HARPER AND ROW, PUBLISHERS, INC., 49 EAST 33RD ST., NEW YORK, N.Y. 10016 ($7.95).

5089 UP IN SMOKE   1975
FORBES, VOL.116, NO.12, DEC 15, 1975, P. 28-35.
BUREAUCRACY, CANADA, CAPITAL, COAL INDUSTRY, ENERGY, EXTERNAL ENVIRONMENT, INVESTMENT, LABOR, MINING, NATURAL GAS, OIL INDUSTRY, OPEC, POLLUTION, PRODUCTION, PRODUCTIVITY, TECHNOLOGY, UNEMPLOYMENT, UNIONS, UTILITIES
THE NEED TO USE COAL TO HELP SOLVE THE NATIONS ENERGY SHORTAGE IS GREAT HOWEVER, PROBLEMS WITH ENVIRONMENTALISTS, STATE GOVERNMENTS, AND LABOR UNIONS MUST BE OVERCOME FIRST.
MGMT: FB975L1529

5090 UP THE LADDER, FINALLY   1975
BUSINESS WEEK, NO.2409, NOV 24, 1975, P. 58-68.
AFFIRMATIVE ACTION, CAREER DEVELOPMENT, COMPETITION, CORPORATE BEHAVIOR, CORPORATE RESPONSIBILITY, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT FUNCTIONS, MANAGEMENT TRAINING, MIDDLE MANAGEMENT, MINORITIES, RECRUITMENT, SALARY ADMINISTRATION, WOMEN IN BUSINESS
TOP MANAGEMENT IS NOW ALLOWING WOMEN TO COMPETE FOR JOBS AFTER A DECADE OF AGITATION AND LEGISLATION AND THEY STILL MOVE FASTER INTO MIDDLE MANAGEMENT. THE CENSUS BUREAU REPORTED WOMEN TOTALED 19.5% OF ALL MANAGERS AND ADMINISTRATORS LAST YEAR, AND EMPLOYMENT POLICIES IN REGARD TO SALARIES, HIRING AND PROMOTION HAVE RADICALLY CHANGED. FOR 2,500 MEN EARNING OVER $100,000 THERE ARE 15 WOMEN.
MGMT: BW975K2458

5091 UP, UP THE LADDER   W 1973
ILLINOIS CAREER EDUCATION JOURNAL:30:2:39-41
CAREER LADDERS, CAREER PLANNING, EQUAL OPPORTUNITIES (JOBS), SEX DISCRIMINATION, VOCATIONAL EDUCATION, WORKING WOMEN
DISCUSSES BREAKING PATTERNS OF SEX DISCRIMINATION IN EMPLOYMENT. (EDITOR)
ERIC: EJ072949

5092 UPCOMING HUMAN RESOURCES MANAGEMENT PROBLEMS   1977
PERSONNEL, VOL.54, NO.3, MAY-JUNE 1977, P. 4-10.
EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, MINORITIES, PRODUCTIVITY, UNIONS
IN A SURVEY OF CORPORATE EXECUTIVES THE MOST RECENTLY MENTIONED HUMAN RESOURCES PROBLEM IS THE NEED TO PROVIDE EQUAL OPPORTUNITY FOR MINORITY GROUPS. ALTHOUGH EXECUTIVES AGREED WITH THE NEED TO PROVIDE OPPORTUNITES, THEY FEARED THAT LEGISLATION INTENDED FOR THAT PURPOSE WAS TOO RESTRICTIVE. OTHER MAJOR PROBLEMS CONCERNED RESTRICTIONS IMPOSED BY UNIONS, AND THE NEED TO INCREASE PRODUCTIVITY.
MGMT: PER77E0004

5093 UPGRADING AND CREDENTIALLING PARAPROFESSIONALS DEVELOPING NEW MODELS IN HUMAN-SERVICE

OCCUPATIONS. FINAL REPORT FOR PHASE I. 72
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DLMA-82-34-73-29
NOTES: 88P.
CAREER LADDERS, CHILD CARE WORKERS, CREDENTIALS, DRUG ADDICTION, HUMAN SERVICES, INSERVICE EDUCATION, MANPOWER DEVELOPMENT, MINORITY GROUPS, MODELS, NURSES, OCCUPATIONAL THERAPISTS, PARAPROFESSIONAL PERSONNEL, PERFORMANCE BASED EDUCATION, PROMOTION (OCCUPATIONAL), PUBLIC HEALTH, SERVICE OCCUPATIONS, STAFF IMPROVEMENT, TEACHERS
THE FINAL REPORT FOR PHASE 1 OF THE NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY) DEMONSTRATION PROJECT FOR UPGRADING AND CREDENTIALLING PARAPROFESSIONALS IN HUMAN-SERVICE OCCUPATIONS TO INTERMEDIATE AND PROFESSIONAL POSITIONS IS DIRECTED TO THE OCCUPATIONS OF (1) ADDICTION SERVICES WORKER, (2) OCCUPATIONAL THERAPIST, (3) PUBLIC HEALTH NURSING, (4) CLASSROOM TEACHER, AND (5) CHILD CARE WORKER. THE FIVE OCCUPATIONS, WHICH WERE SELECTED FROM MORE THAN 25 HUMAN-SERVICE OCCUPATIONS SURVEYED BY NCEY, APPEARED TO OFFER THE MOST POTENTIAL FOR SUCCESSFUL MODELS. THE MAJOR GOAL OF PHASE 1 WAS TO DEVELOP PROCESSES, CRITERIA, AND METHODOLOGY FOR REDESIGNING STAFFING PATTERNS AND TRAINING CURRICULA. MORE THAN THREE-FOURTHS OF THE DOCUMENT CONSISTS OF INDIVIDUAL CHAPTERS WHICH DISCUSS EACH OCCUPATION AND DESCRIBE SIGNIFICANT AND DISTINCTIVE MODEL FEATURES, PROGRESS IN DEVELOPING THE MODEL, AND FUTURE STEPS. SIMILAR FEATURES OF THE FIVE MODELS INCLUDE PROMOTIONAL SYSTEMS BASED ON PERFORMANCE-BASED CRITERIA, COLLABORATION OF RECOGNIZED INSTITUTIONS TO DEVELOP ALTERNATIVE ROUTES TO MORE RELEVANT CREDENTIALS, ACADEMIC CREDIT TOWARD ADVANCEMENT AND TRANSFERABLE CREDENTIALS, WORK SITES USED AS LEARNING SITES FOR IN-SERVICE TRAINING, AND YEAR-ROUND OPERATION. ALL ARE DIRECTED TOWARD LOW-LEVEL, HUMAN SERVICE EMPLOYEES LARGELY REPRESENTING MINORITY GROUPS. (AUTHOR/EA)
ERIC: ED126240

5094 UPGRADING IN AN INDUSTRIAL SETTING. FINAL REPORT. FEB 74
RUSSELL, WENDELL
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. MANPOWER DEVELOPMENT DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 60P.
EMPLOYEES, IMPROVEMENT, IMPROVEMENT PROGRAMS, INDUSTRIAL PERSONNEL, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, PERFORMANCE CRITERIA, PROGRAM EVALUATION, SIMULATION, MANPOWER RESEARCH
THE PROJECT OBJECTIVES WERE (1) TO ASSESS EXISTING INDUSTRIAL UPGRADING PRACTICES IN AN ATOMIC ENERGY COMMISSION CONTRACTOR ORGANIZATION, (2) TO DESIGN NEW ALTERNATIVE UPGRADING METHODS, (3) TO EXPERIMENT WITH NEW UPGRADING METHODS, (4) TO PLAN FOR UTILIZATION OF PROVEN UPGRADING PROGRAMS, AND (5) TO DOCUMENT AND DISSEMINATE ACTIVITIES. A TWELVE PAGE SECTION OF THE REPORT IS IN THE FORM OF A SEPARATE PAPER, TITLED THE VALIDITY AND UTILITY OF SIMULATION TECHNIQUES, DISCUSSING THE OPERATION OF AN ASSESSMENT CENTER FOR EMPLOYEE UPGRADING. A FURTHER 30 PAGES APPEAR TO BE FROM A BOOKLET EXPLAINING HOW THE ASSESSMENT CENTER IS USED FOR IDENTIFICATION OF FIRST-LINE SUPERVISORS. SIX PAGES SUMMARIZE THE IMPACT OF MANAGEMENT PRACTICES, TRAINING PROGRAMS, LEGISLATION, COLLECTIVE BARGAINING AGREEMENT, AND EMPLOYEE MOBILITY ON EMPLOYEE UPGRADING. THE FINAL THREE PAGES BRIEFLY EVALUATE THE SUCCESS OF THE ASSESSMENT CENTER AND THE OPPORTUNITY COUNSELLING IT PROVIDED. (SA)
ERIC: ED092662 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA., 22151

5095 UPGRADING LOW-WAGE WORKERS IN THE PLANT ENVIRONMENT THROUGH HIGH INTENSITY TRAINING. VOLUME II OF THE 4-VOLUME REPORT: UPGRADING THE LOW-WAGE WORKER AN ERGONOMIC APPROACH. AUG 67
GOLDBERG, NORMAN;KANUK, LESLIE
SKILL ADVANCEMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 177P.
ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, DISADVANTAGED GROUPS, JOB SKILLS, MANPOWER DEVELOPMENT, MINORITY GROUPS, ON THE JOB TRAINING, PROMOTION (OCCUPATIONAL), VOCATIONAL DEVELOPMENT, HIGH INTENSITY TRAINING, HIT
SKILL ADVANCEMENT, INCORPORATED CONTRACTED TO DEVELOP AND DEMONSTRATE INNOVATIVE METHODS FOR TRAINING AND UPGRADING LOW-SKILL, LOW-WAGE WORKERS. THIS SECOND VOLUME OF A FOUR-VOLUME REPORT GIVES DETAILS OF ONE YEAR OF DEVELOPING AND TESTING INNOVATIVE TRAINING TECHNIQUES, UNFREEZING MANAGEMENT AND UNION ATTITUDES, AND OPENING UP NEW OPPORTUNITIES AND CREATING NEW HOPE FOR DISADVANTAGED WORKERS IN THE NEW YORK CITY AREA. IT REPORTS A PROGRAM THAT ACHIEVED ITS TRAINING OBJECTIVES THROUGH THE FULL INVOLVEMENT OF EMPLOYERS IN THE UPGRADING OF UNDERUTILIZED MANPOWER--75 PERCENT OF WHOM WERE MINORITY GROUP MEMBERS. (AUTHOR/BH)
ERIC: ED053263

5096 UPGRADING PROGRAMS FOR CONSTRUCTION JOURNEYMEN. FINAL REPORT. 15 JUN 75
FRANKLIN, WILLIAM S.
FLORIDA INTERNATIONAL UNIV., MIAMI. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 101P.
BUILDING TRADES, CARPENTERS, CONSTRUCTION INDUSTRY, ELECTRICIANS, IMPROVEMENT PROGRAMS, JOB TRAINING, LABOR UNIONS, OCCUPATIONAL SURVEYS, OPERATING ENGINEERING, PARTICIPANT CHARACTERISTICS, PLUMBING, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, SKILLED LABOR, STATISTICAL DATA, TABLES (DATA), TRADE AND INDUSTRIAL EDUCATION, UNION MEMBERS

(CONT.)

5096 THE REPORT DESCRIBES A STUDY OF INDUSTRY-SPONSORED UPGRADING PROGRAMS FOR JOURNEYMEN IN CONSTRUCTION UNIONS. INTERVIEWS WITH UNION AND TRAINING OFFICIALS, AS WELL AS 405 JOURNEYMEN AND 99 CONTRACTORS, REVEALED THAT UPGRADING ACTIVITIES WERE CONCENTRATED IN ELECTRICAL WORK, CARPENTRY, AND THE PIPE TRADES, AND THAT BOTH THE NUMBER OF PROGRAMS AND JOURNEYMENS PARTICIPATION HAD INCREASED RAPIDLY SINCE 1970. COURSES WERE OFFERED IN RESPONSE TO WORKER DEMAND, AND WERE TAUGHT BY UNION MEMBERS, USING EITHER SCHOOL OR INDUSTRY TRAINING FACILITIES. WELDING, SAFETY, AND BLUEPRINT READING WERE OFFERED IN MOST TRADES, WITH A VARIETY OF SPECIALIZED COURSES TAUGHT IN INDIVIDUAL LOCALS. NO SIGNIFICANT DIFFERENCES WERE FOUND BETWEEN PARTICIPANTS AND NON-PARTICIPANTS, EXCEPT THAT MORE PARTICIPANTS HAD BEEN TRAINED IN APPRENTICESHIPS. SEVERAL SUGGESTIONS ARE MADE FOR IMPROVING UPGRADING PROGRAMS, INCLUDING THE PROSPECT OF USING THESE PROGRAMS TO ASSIST IN BRINGING MORE MINORITY JOURNEYMEN INTO BUILDING TRADE UNIONS. APPENDED ARE LISTS OF PERSONS WHO PROVIDED INFORMATION FOR THE STUDY AND INTERVIEW FORMS FOR JOURNEYMEN AND CONTRACTORS. A 14-ITEM BIBLIOGRAPHY IS ALSO INCLUDED. (AUTHOR/MS)
ERIC: ED114629 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

5097 UPGRADING THE HOUSEHOLD WORKER. FINAL REPORT (JANUARY 1967-SEPTEMBER 1968). JUN 69
WILLMART SERVICES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 229P.
DISADVANTAGED GROUPS, DOMESTICS, FEMALES, JOB TRAINING, MANPOWER DEVELOPMENT, OCCUPATIONAL HOME ECONOMICS, SERVICE OCCUPATIONS, WORK ATTITUDES
A TOTAL OF 108 WOMEN FROM LOW-INCOME FAMILIES WHO WERE UNDEREMPLOYED AND UNEMPLOYED AND WHO NEEDED TO DEVELOP MARKETABLE SKILLS WERE SELECTED FOR A 9-WEEK TRAINING COURSE OFFERED BY AN AGENCY WHICH WAS ESTABLISHED TO UPGRADE THE ECONOMIC AND SOCIAL STATUS OF THE HOUSEHOLD WORKER. THE EXPERIMENTAL PROGRAM COMBINED ATTITUDINAL TRAINING WITH TRAINING IN HOUSEHOLD SKILLS AND SPECIALIZED SUBJECTS INCLUDING CARE OF PETS, GOOD HEALTH CARE, CHILD GROWTH AND DEVELOPMENT, AND CARE OF THE ELDERLY. GRADUATES OF THE COURSE WERE OFFERED EMPLOYMENT BY THE AGENCY AND WERE ASSIGNED TO HOMES UNDER A CONTRACTUAL AGREEMENT WITH THE EMPLOYER. THEY RECEIVED A WAGE THAT WAS HIGHER THAN THE GOING WAGE IN THE AREA, AND NONE WAS PAID AT A RATE LOWER THAN THE NATIONAL MINIMUM. IN ADDITION THEY RECEIVED THE FRINGE BENEFITS GIVEN TO WORKERS IN OTHER AREAS. CURRICULUM AND SUPERVISORY MATERIALS, AGENCY POLICIES AND FORMS, AND PUBLICITY MATERIALS ARE APPENDED. (AUTHOR/SB)
ERIC: ED058426 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 529, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

5098 UPGRADING THE WORKFORCE PROBLEMS AND POSSIBILITIES. JAN 71
SHELLY (E.F.) AND CO., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 146P.
FEDERAL PROGRAMS, IMPROVEMENT PROGRAMS, INPLANT PROGRAMS, JOB TRAINING, LABOR FORCE, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, SURVEYS, VOCATIONAL EDUCATION, UPGRADING PROGRAMS
THIS REPORT DESCRIBES THE EARLY EXPERIENCES OF SELECTED UPGRADING PROGRAMS CURRENTLY UNDERWAY IN AMERICAN INDUSTRY. THE RESEARCH FOCUSES ON THE PRACTICAL PERSPECTIVES OF THESE EFFORTS, ESPECIALLY THE CONSTRAINTS ENCOUNTERED IN PROGRAM DESIGN AND IMPLEMENTATION, AND THE VARIOUS TECHNIQUES AND RESPONSES WHICH MAY OVERCOME THESE CONSTRAINTS. THE FINDINGS OF THIS REPORT ARE ROOTED IN LARGE MEASURE IN JUDGMENTS OF PROGRAM STAFF, MANAGEMENT OFFICIALS, UNION LEADERS WHO HAVE DEALT CLOSELY WITH SPECIAL PROJECTS, AND THE INTERPRETATIONS OF THE AUTHORS WHO HAVE STUDIED THE UPGRADING ISSUE FOR THE PAST 2 YEARS. THIS REPORT IS INTENDED TO FERTILIZE THE THINKING OF DECISION-MAKERS ABOUT THE PROBLEMS AND POSSIBILITIES IN PROVIDING GREATER OPPORTUNITIES FOR NON-SUPERVISORY WORKERS. PRIMARY FINDINGS INCLUDE (1) MANAGEMENT WILL MOUNT SPECIAL TRAINING EFFORTS WHEN A SPECIFIC NEED IS IDENTIFIED, (2) LITIGATION BY GOVERNMENT AGENCIES HAS OFTEN FORCED COMPANIES TO DEVELOP SPECIAL UPGRADING EFFORTS FOR RACIAL MINORITIES, (3) MANAGEMENT IS JUST BEGINNING TO RELATE PRODUCTION DIFFICULTIES TO PERSONNEL PROBLEMS, (4) WORKERS ARE NOT ARTICULATING DEMANDS FOR MORE UPGRADING OPPORTUNITIES, AND (5) WORKERS ARE RELUCTANT TO PARTICIPATE IN UPGRADING PROGRAMS INVOLVING SUBSTANTIAL EXPENDITURES OF THEIR TIME AND MONEY. (AUTHOR/CD)
ERIC: ED052347

5099 UPSTATE NEW YORKS STALEMATED ECONOMY 1976
BUSINESS WEEK, NO.2460, NOV 29, 1976, P. 32.
ECONOMIC GROWTH, ECONOMIC TRENDS, MANAGEMENT, TAXATION, UNEMPLOYMENT
BUSINESSES ARE MOVING OUT OF UPSTATE NEW YORK BECAUSE OF HIGH STATE TAXES, RESTRICTIVE LABOR PRACTICES, EXCESSIVE REGULATION, AND A POOR GOVERNMENT ATTITUDE. THIS TYPE OF EXODUS WILL INFLATE ALREADY HIGH UPSTATES UNEMPLOYMENT RATE
MGMT: BWE76K2932

5100 UPWARD BOUND - DOWNWARD BOUND THE DEATH OF A FEDERAL PROGRAM JUL-AUG 75
BUTLER, WILLIE L.;GIPSON, CLARINDA
INTEGRATED EDUCATION:13:4:10-13
FEDERAL PROGRAMS, PROGRAM EVALUATION, DISADVANTAGED YOUTH, COLLEGE PREPARATION, COMPENSATORY EDUCATION PROGRAMS, HIGHER EDUCATION, HIGH SCHOOL STUDENTS, DROPOUTS, POST HIGH SCHOOL GUIDANCE, PROJECT UPWARD BOUND
CRITICALLY EXAMINES A STUDY OF PROJECT UPWARD BOUND BY THE GENERAL ACCOUNTING OFFICE, THE PURPOSE OF WHICH WAS TO DETERMINE THE EFFECTIVENESS OF UPWARD BOUND PROGRAMS IN

(CONT.)
5100 PREPARING DISADVANTAGED STUDENTS FOR COLLEGE, CHARGING THAT THE GAO RESEARCHERS WERE INSENSITIVE IN DETERMINING UPWARD BOUND SUCCESS AND CRITICIZING THE ROLE OF EDUCATION IN AMERICAN SOCIETY. (JM)
ERIC: EJ125220

5101 UPWARD MOBILITY FOR THE UNDEREMPLOYED WORKER. ISSUES AND PROBLEMS SERIES: MANPOWER AND MOBILITY I. 11 JUN 71
CLARKE, JOHN
HUMANIC DESIGNS CORP., MANHASSET, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 91P.
EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), SEMINARS, UNDEREMPLOYED
TWO SEMINARS WERE HELD TO PROVIDE PROFESSIONAL STAFF OF THE HUMANIC DESIGNS CORPORATION, FACULTY OF SELECTED SCHOOLS OF BUSINESS ADMINISTRATION, LABOR UNION LEADERS, AND EXECUTIVES OF CORPORATIONS ENGAGED IN MANPOWER AND TRAINING PROGRAMS AN OPPORTUNITY TO EXCHANGE INFORMATION ON UPGRADING THEORY AND PRACTICE, THEREBY CONTRIBUTING TO THE DEVELOPMENT OF NEW CONCEPTS AND MANPOWER POLICY. SOME ISSUES DISCUSSED IN THE FIRST SEMINAR ATTENDED BY REPRESENTATIVES OF LABOR UNIONS WERE (1) UPGRADING AND UPWARD MOBILITY IN A PERIOD OF ECONOMIC DOWNTURN, (2) TRAINEE SELECTION PROCEDURES, AND (3) THE ROLE OF LABOR UNIONS VIS-A-VIS EMPLOYERS IN SPONSORSHIP OF WORKER UPGRADING PROGRAMS. DISCUSSIONS DURING THE SECOND SEMINAR ATTENDED BY EXECUTIVES AND OFFICERS OF CORPORATIONS CENTERED AROUND THESE TOPICS (1) CONDITIONS OF LABOR SUPPLY AND DEMAND WHICH MUST EXIST IN ORDER TO PROMPT EMPLOYERS TO UNDERTAKE UPGRADING OF WORKERS WITHOUT REIMBURSEMENTS, (2) GUARANTEES OF RETURNS NEEDED FROM THE UPGRADING OF WORKERS IN ORDER TO STIMULATE INVESTMENT IN AN UPGRADING PROGRAM, AND (3) ADEQUACY OF THE PROPOSED REIMBURSEMENT IN TITLE II OF THE COMPREHENSIVE MANPOWER ACT (H.R. 19519). (SB)
ERIC: ED059406 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 201 149, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

5102 UPWARD MOBILITY OF LOW-INCOME WORKERS. JUL 73
STEINBERG, EDWARD
INSTITUTE OF PUBLIC ADMINISTRATION, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 141P.
EMPLOYMENT PATTERNS, JOB TENURE, LABOR MARKET, LITERATURE REVIEWS, LOW INCOME GROUPS, NATIONAL SURVEYS, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL)
THE PURPOSE OF THE STUDY IS TO HELP FILL THE PRESENT GAP IN OUR KNOWLEDGE OF THE INTERNAL LABOR MARKET, AND PARTICULARLY OF THE INTERNAL MOBILITY PATTERNS OF LOW INCOME WORKERS. THROUGH THE ANALYSIS OF DATA FROM TWO SAMPLES, ONE DRAWN FROM NEW YORK CITY AND THE OTHER FROM THE ENTIRE NATION, THE DOCUMENT EXPLORES THE DETERMINANTS OF WORKER ATTACHMENT AND THE PATTERNS AND DEGREE OF UPWARD MOBILITY. THE DOCUMENT INCLUDES A SUMMARY OF THE LITERATURE ON INTERNAL MOBILITY AND RELATED QUESTIONS, DISCUSSES THE DATA USED (DERIVED FROM THE CONTINUOUS WORK HISTORY SAMPLE OF THE SOCIAL SECURITY ADMINISTRATION), PRESENTS FINDINGS ON THE ATTACHMENT AND ADVANCEMENT PATTERNS OF LOW-INCOME WORKERS, AND ANALYZES MOBILITY PATTERNS IN THREE NEW YORK CITY INDUSTRIES (BANKING, GENERAL MERCHANDISING STORES, AND APPAREL MANUFACTURING). MAJOR FINDINGS ARE SUMMARIZED IN TERMS OF ATTACHMENT PATTERNS AS RELATED TO SEX, RACE, AND AGE AND ADVANCEMENT PATTERNS. FINDINGS NOTED AS SIGNIFICANT WERE THE HIGH DEGREE OF FIRM AND INDUSTRY ATTACHMENT EXHIBITED BY FEMALES, PARTICULARLY IN THE GARMENT INDUSTRY, AND THE SUCCESS OF MALES IN RAISING THEIR INCOMES. IMPLICATIONS FOR MANPOWER POLICY, AND SUGGESTED DIRECTIONS FOR FURTHER RESEARCH CONCLUDE THE DOCUMENT. APPENDED IS A FOUR-PAGE BIBLIOGRAPHY. (AUTHOR/BP)
ERIC: ED103594

5103 UPWARD MOBILITY THROUGH JOB RESTRUCTURING. PERSONNEL MANAGEMENT SERIES NO. 26. MAY 74
CIVIL SERVICE COMMISSION, WASHINGTON, D.C.
NOTES: 27P.
CAREER LADDERS, CREDENTIALS, EMPLOYER ATTITUDES, FEMALES, JOB ANALYSIS, JOB DEVELOPMENT, JOB TRAINING, MANAGEMENT DEVELOPMENT, MINORITY GROUPS, OCCUPATIONAL MOBILITY, ORGANIZATIONAL DEVELOPMENT, PROMOTION (OCCUPATIONAL), TASK ANALYSIS, JOB RESTRUCTURING
THE MAY, 1974, BULLETIN ISSUED BY THE CIVIL SERVICE COMMISSION DEALS WITH JOB RESTRUCTURING, THE PROCESS OF REALIGNING JOB DUTIES TO DEVELOP TECHNICIAN-TYPE OR BRIDGE JOBS IN FEDERAL AGENCIES, AS A MEANS TO PROVIDE UPWARD MOBILITY FOR EMPLOYEES. BESIDES BEING HIGHLY BENEFICIAL TO EMPLOYEES IN DEAD END JOBS AT LOW GRADE LEVELS, JOB RESTRUCTURING PLANNING CAN TIE IN WITH BROADER ORGANIZATIONAL CONCERNS AND BECOME A CONTINUOUS PROCESS BUILT INTO THE PERSONNEL SYSTEM. JOB RESTRUCTURING CONSISTS OF SIX ELEMENTS (1) TASK STATEMENTS OF WORK, (2) JOB DESCRIPTIONS OF BRIDGE POSITIONS, (3) QUALIFICATION REQUIREMENTS, (4) SELECTION METHODS, (5) TRAINING PLAN, AND (6) TRAINING AGREEMENT WITH THE CIVIL SERVICE COMMISSION. SOME OBSTACLES TO JOB RESTRUCTURING FOR UPWARD MOBILITY ARE RELATED TO A LACK OF FULL MANAGEMENT COMMITMENT, MANAGEMENT PRACTICES INCOMPATIBLE WITH UPWARD MOBILITY GOALS, ATTITUDES TOWARD MINORITIES AND WOMEN, MISCONCEPTIONS OF JOB RESTRUCTURING AND UPWARD MOBILITY, AND CREDENTIALISM AND PROFESSIONALISM UNRELATED TO JOB DUTIES. (AUTHOR/EA)
ERIC: ED109318 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (STOCK NO 0603-00766, $0.45)

5104 UPWARD MOBILITY THROUGH JOB RESTRUCTURING. VOL. II. INSTRUCTORS GUIDE FOR TASK ANALYSIS AND JOB RESTRUCTURING. JUN 72
FUTRANSKY, DAVID; AND OTHERS
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF TRAINING. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 148P.; FOR VOL. 1, SEE CE 000 137
CAREER LADDERS, GOVERNMENT EMPLOYEES, GUIDELINES, IMPROVEMENT, JOB ANALYSIS, JOB DEVELOPMENT, JOB TRAINING, OCCUPATIONAL MOBILITY, PERSONNEL SELECTION, TASK ANALYSIS, TEACHING GUIDES, WORK SIMPLIFICATION
THIS REPORT GREW OUT OF THE CONTRACTORS WORK WITH THREE FEDERAL AGENCIES TO RESTRUCTURE JOBS IN SELECTED OCCUPATIONAL FIELDS AND MAKE NECESSARY CHANGES IN TRAINING, SELECTION, AND OTHER MANPOWER PRACTICES IN ORDER TO (1) ENABLE EMPLOYEES IN LOWER GRADES TO PROGRESS TO HIGHER GRADES NOT CUSTOMARILY FILLED BY PROMOTION FROM THE LOWER LEVELS; AND (2) PROVIDE GUIDELINES FOR THE FEDERAL CIVIL SERVICE GENERALLY AS TO THE FEASIBILITY, DESIRABILITY, AND METHODS OF FACILITATING SUCH UPWARD MOBILITY. THIS VOLUME IS DESIGNED TO BE USED BY INSTRUCTORS CONDUCTING A FOUR-DAY COURSE IN THE ABOVE PROCESS FOR STATE AND LOCAL GOVERNMENT OFFICIALS, AND THEREBY TO ASSIST THEM IN FULFILLING THOSE ASSURANCES RELATED TO PERSONNEL SYSTEMS REQUIRED BY THE EMERGENCY EMPLOYMENT ACT. (AUTHOR)
ERIC: ED091987 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 712, MF $1.45, HC $3.00)

5105 UPWARD MOBILITY THROUGH JOB RESTRUCTURING. VOL. 1. BUILDING CAREER PROGRAMS IN THE FEDERAL SERVICE WITH MATERIALS DEVELOPED BY THE APPLICATION OF JOB RESTRUCTURING. APR 72
FUTRANSKY, DAVID; AND OTHERS
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF TRAINING. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 233P.
CAREER LADDERS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT EMPLOYEES, GUIDELINES, JOB ANALYSIS, JOB DEVELOPMENT, MANPOWER UTILIZATION, PERSONNEL SELECTION, PROMOTION (OCCUPATIONAL), TRAINING
THIS REPORT GREW OUT OF THE CONTRACTORS WORK WITH THREE FEDERAL AGENCIES TO RESTRUCTURE JOBS IN SELECTED OCCUPATIONAL FIELDS AND MAKE NECESSARY CHANGES IN TRAINING, SELECTION, AND OTHER MANPOWER PRACTICES IN ORDER TO (1) ENABLE EMPLOYEES IN LOWER GRADES TO PROGRESS TO HIGHER GRADES NOT CUSTOMARILY FILLED BY PROMOTION FROM THE LOWER LEVELS; AND (2) PROVIDE GUIDELINES FOR THE FEDERAL CIVIL SERVICE GENERALLY AS TO THE FEASIBILITY, DESIRABILITY, AND METHODS OF FACILITATING SUCH UPWARD MOBILITY. THIS VOLUME CONTAINS THE BACKGROUND AND EXPLANATION OF THE JOB RESTRUCTURING PROCESS, AND INCLUDES SAMPLES OF THE PROGRAM ELEMENTS NEEDED TO ACHIEVE UPWARD MOBILITY OF EMPLOYEES IN AN ORGANIZATION. (NTIS)
ERIC: ED081909 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 711 MF $1.45, HC $3.00)

5106 URBAN AND REGIONAL DIMENSIONS OF MANPOWER POLICY. JUN 69
HANSEN, NILES M.
KENTUCKY UNIV., LEXINGTON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 454P.
AMERICAN INDIANS, BIBLIOGRAPHIES, EMPLOYMENT SERVICES, INDUSTRIALIZATION, LABOR ECONOMICS, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, MOBILITY, REGIONAL PROGRAMS, RURAL DEVELOPMENT, RURAL ECONOMICS, SOUTHERN STATES, APPALACHIAN REGION, ECONOMIC DEVELOPMENT ADMINISTRATION, EDA, MANPOWER POLICY
THE AUTHOR EXAMINED THE INTERRELATIONSHIPS AMONG LAGGING, INTERMEDIATE, AND CONGESTED REGIONS AND SUGGESTED POLICIES WHICH SHOULD BE USED FOR EACH REGION IN VIEW OF THE RELEVANT OPPORTUNITY COSTS FOR LOCATION OF PUBLIC AND PRIVATE INVESTMENT. INDIVIDUAL CHAPTERS ON THE SOUTH, APPALACHIAN REGION, REGIONAL COMMISSIONS, INDIANS, MEXICAN AMERICANS, AND LABOR MOBILITY ARE PRESENTED. THE AUTHOR CONTENDS THAT THERE IS A NEED TO PROVIDE AN ALTERNATIVE TO RESIDENTS OF POOR URBAN AREAS AND TO REDUCE IMMIGRATION INTO METROPOLITAN AREAS. HE SUGGESTED THAT AN URBAN GROWTH-CENTER STRATEGY BASED ON INTERMEDIATE-SIZED CITIES BE ADOPTED, WHICH WOULD LINK PROBLEMS OF LAGGING AREAS TO THE OPPORTUNITIES IN INTERMEDIATE-SIZED RAPIDLY GROWING CITIES WITH TIGHT LABOR MARKETS. AT PRESENT, DEVELOPMENT FUNDS HAVE BEEN SPREAD OUT TO PROVIDE AID TO A RELATIVELY LARGE NUMBER OF TOWNS AND SMALL CITIES, AND LEGISLATION HAS PROHIBITED THE DEVELOPMENT OF URBAN GROWTH-CENTERS. A SELECTED BIBLIOGRAPHY AND DESIGN OF MOBILITY DEMONSTRATION PROJECTS IN VARIOUS STATE EMPLOYMENT SERVICES ARE APPENDED. (BC)
ERIC: ED054304 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-186252, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

5107 THE URBAN DROPOUT AND THE WORLD OF WORK SUM 73
SHAPIRO, MORRIS
CHANGING EDUCATION;28-31
CAREER EDUCATION, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, URBAN DROPOUTS, DROPOUT PREVENTION
THERE IS AN INCREASED DEMAND FOR SKILLED WORKERS AND YET MANY STUDENTS DROPOUT OR ARE OVER-EDUCATED. THIS ARTICLE PRESENTS A BLUEPRINT FOR THE DUAL-PURPOSE HIGH SCHOOL. (JA)
ERIC: EJ083492

5108 URBAN EXPERIMENT FOLLOW-UP SEP 74
HOLLISTER, ROBINSON:MOELLER, JOHN:HOFNER, DAVID:NICHOLSON, WALTER:MORS
MATHEMATICA, INC., PRINCETON, N.J. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. OFFICE OF THE ASSISTANT SECRETARY FOR PLANNING AND EVALUATION.
CONTRACT NO. HEW-OS-74-217
NOTES: FINAL REPT. JUN-SEP 74 186P
LABOR FORCE, ECONOMIC SURVEYS, NTISHEWASP
THIS RESEARCH REPORT WAS DEVOTED TO FURTHER EXPLORATION OF A NUMBER OF ISSUES WHICH AROSE IN CONNECTION WITH THE NEW JERSEY NEGATIVE INCOME TAX EXPERIMENT. THE REPORT CONSISTS OF SEVERAL SHORT PAPERS ENTITLED EXPERIMENTAL EFFECTS ON LABOR SUPPLY ESTIMATED FROM VARIOUS SAMPLES: PROGRESS REPORT ANALYSIS OF BLACK SAMPLE LABOR SUPPLY RESPONSES: EXTENDED ANALYSIS OF THE INFLUENCE OF INCOME/WELFARE STATUS UPON LABOR SUPPLY: INTERACTION BETWEEN THE N.J. WELFARE SYSTEM AND THE GWIE: ANALYSIS OF FAMILY LABOR SUPPLY: ANALYSIS OF FAMILY LABOR SUPPLY RESULTS--INTERACTIONS OF WORKING WIVES AND TREATMENT VARIABLES: AND ANALYSIS OF FAMILY LABOR SUPPLY RESPONSE--NON-LINEARITIES IN RESPONSE TO PAYMENTS.
NTIS: PB-262 911/6ST NTIS PRICES PC$7.00/MF$2.25

5109 URBAN POVERTY AND LABOR FORCE PARTICIPATION (AND COMMENT). MAR 69
MOONEY, JOSEPH D.:CAIN, GLEN G.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PROGRAM DEVELOPMENT.
THE AMERICAN ECONOMIC REVIEW:V57 N1 P104-119 MAR 1967 AND V59 N1 P185-198 MAR 1969
NOTES: 36P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, FAMILY INCOME, LABOR ECONOMICS, LABOR FORCE NONPARTICIPANTS, NEGRO EMPLOYMENT, URBAN SLUMS, WORKING WOMEN
THIS REPORT INVESTIGATES THE RELATIONSHIP BETWEEN THE NATIONAL UNEMPLOYMENT RATE AND LABOR FORCE PARTICIPATION AMONG THE URBAN POOR. IN ADDITION TO COMPARING PARTICIPATION BY THE URBAN POOR TO THAT OF THE GENERAL POPULATION, THE REPORT PAYS SPECIAL ATTENTION TO MARRIED WOMEN AND BLACKS. BASED ON A CROSS-SECTIONAL ANALYSIS OF THE 52 LARGEST STANDARD METROPOLITAN STATISTICAL AREAS, THE REPORT CONCLUDES THAT THE AVERAGE BLACK FAMILY ATTEMPTS TO ESCAPE POVERTY DURING HIGH EMPLOYMENT BY BECOMING A MULTIPLE EARNER FAMILY. A COMMENT ON THE REPORT BY GLEN CAIN AND THE AUTHORS RESPONSE ARE INCLUDED. (BH)
ERIC: ED048456 INSTITUTE FOR RESEARCH ON POVERTY, THE UNIVERSITY OF WISCONSIN, MADISON, WISCONSIN

5110 URBAN SCHOOLING. 68
RUDMAN, HERBERT C., ED.:FEATHERSTONE, RICHARD L., ED.
NOTES: 296P.
CAUCASIANS, COLLECTIVE BARGAINING, COLLEGE SCHOOL COOPERATION, DISADVANTAGED YOUTH, EDUCATIONAL PROGRAMS, EVALUATION METHODS, LEARNING MOTIVATION, MEASUREMENT TECHNIQUES, NEGROES, NEGRO STEREOTYPES, PUBLIC SCHOOL SYSTEMS, SCHOOL ADMINISTRATION, SCHOOL ORGANIZATION, SELF CONCEPT, SOCIOECONOMIC STATUS, TEACHER ROLE, URBAN SCHOOLS, URBAN UNIVERSITIES
THIS COLLECTION OF ARTICLES ABOUT THE CONTEMPORARY URBAN SCHOOL SITUATION IS DESIGNED PRIMARILY AS A TEXTBOOK FOR COURSES IN EDUCATIONAL ADMINISTRATION, URBAN EDUCATION, AND URBAN SOCIOLOGY. THE VOLUME EMPHASIZES THE NEED FOR A CLOSE RELATIONSHIP BETWEEN METROPOLITAN SCHOOL SYSTEMS AND THE LARGE CITY UNIVERSITY. INCLUDED ARE CHAPTERS ON THE DIMENSIONS OF URBAN SCHOOL PROBLEMS, THE ROLE OF UNIVERSITIES IN RELATION TO LARGE SCHOOL SYSTEMS, THE REORGANIZATION OF SCHOOL STRUCTURE, THE TEACHERS ROLE IN COLLECTIVE BARGAINING, AND ISSUES OF SCHOOL ADMINISTRATION. ALSO DISCUSSED ARE NEGRO STEREOTYPES AND SELF IMAGE, SOCIOECONOMIC STATUS AMONG WHITES AND NONWHITES, AND INTELLECTUAL DEVELOPMENT AMONG DISADVANTAGED YOUTH. OTHER CHAPTERS DEAL WITH ACADEMIC MOTIVATION AND INNER CITY SCHOOLS, SUCCESSFUL EDUCATIONAL PROGRAMS FOR DISADVANTAGED YOUTH, DEVELOPMENT OF MEASUREMENT AND EVALUATION TECHNIQUES, AND GUIDELINES FOR A RELATIONSHIP BETWEEN URBAN SCHOOL SYSTEMS AND THE UNIVERSITY. (NH)
ERIC: ED029362 HARCOURT, BRACE + WORLD, INC., 757 THIRD AVE., NEW YORK, N.Y. 10017 (PAPER $4.50)

5111 THE USE OF A COMPUTER BASED SIMULATION IN MANPOWER MANAGEMENT EDUCATION 1975
MAHONEY, T.A.: MILKOVICH, G.T.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 240-242, BIBLIOG. 2
BEHAVIORAL SCIENCE, COMPUTER, EDUCATION, EFFICIENCY, FORECASTING, GOALS AND OBJECTIVES, LABOR MANAGEMENT, MANAGEMENT, MANAGEMENT FUNCTIONS, PLANNING, QUANTITATIVE METHODS, SIMULATION, SYSTEMS, TRAINING AND DEVELOPMENT
DEVELOPS A SYSTEMS MODEL INCORPORATING THE BEST EVIDENCE AVAILABLE CONCERNING THE TWO-VARIABLE RELATIONSHIPS OF MANPOWER DECISION VARIABLES, MANPOWER CHARACTERISTICS AND THEIR RELATIONSHIPS TO ORGANIZATIONAL OBJECTIVES. AN INTEGRATED-ANALYTICAL APPROACH IS AT THE HEART OF SOUND MANPOWER MANAGEMENT. A GAME INVOLVING THE VARIOUS MANAGEMENT FUNCTIONS AND AREAS IS DISCUSSED.
MGMT: AMJ75MP240

5112 USE OF APTITUDE SCORES AS PREDICTORS OF SUCCESS IN OCCUPATIONAL TRAINING UNDER THE MDTA MAR 71
BEMIS, STEPHEN
JOURNAL OF EMPLOYMENT COUNSELING:8:1:11-13
APTITUDE TESTS, FEDERAL PROGRAMS, JOB SATISFACTION, MANPOWER DEVELOPMENT, PREDICTIVE ABILITY (TESTING), PREDICTIVE VALIDITY, TEST INTERPRETATION, TRAINEES, VOCATIONAL

(CONT.)
5112 COUNSELING, VOCATIONAL EDUCATION
ERIC: EJ034701

5113 USE OF BASIC INTEREST SCALES IN INTERPRETING SVIB-W OCCUPATIONAL AND NONOCCUPATIONAL SCORES. DEC 69
JOHNSON, RICHARD W.
WISCONSIN UNIV., MADISON. COUNSELING CENTER.
NOTES: 25P.
CORRELATION, COUNSELING, EMPLOYMENT COUNSELORS, GUIDANCE COUNSELING, INTEREST SCALES, INTEREST TESTS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL TESTS, RATING SCALES, TEST INTERPRETATION, VOCATIONAL COUNSELING, VOCATIONAL INTERESTS, STRONG VOCATIONAL INTEREST BLANK WOMEN, SVIB-W
FOR A HETEROGENEOUS SAMPLE, THE CORRELATION COEFFICIENTS BETWEEN THE BASIC INTEREST SCALES AND THE OCCUPATIONAL SCALES AND BETWEEN THE BASIC INTEREST SCALES AND THE NONOCCUPATIONAL SCALES OF THE STRONG VOCATIONAL INTEREST BLAND FOR WOMEN (SVIB-W) ARE PRESENTED. ALTHOUGH THE PATTERN OF INTERCORRELATIONS MAY BE SOMEWHAT DIFFERENT FOR OTHER SAMPLES, THIS SAMPLE IS QUITE SIMILAR TO THAT UPON WHICH THE BASIC INTEREST SCALES WERE NORMED. THE HIGH POSITIVE AND LOW NEGATIVE CORRELATIONS ARE LISTED SEPARATELY SO THAT A COUNSELOR MAY EASILY IDENTIFY THOSE BASIC INTERESTS WHICH ARE PROBABLY CONTRIBUTING MOST SIGNIFICANTLY TO THE SCORES ON THE OCCUPATIONAL SCALES. IT IS NOTED THAT SOME SEEMINGLY LOGICAL RELATIONSHIPS BETWEEN THE BASIC INTEREST AND OCCUPATIONAL SCALES DID NOT OCCUR. THE USE OF THE CORRELATION COEFFICIENTS BY A COUNSELOR IS ILLUSTRATED. (DG)
ERIC: ED042498

5114 USE OF BASIC JOB SKILLS JUL 77
SYNECTICS CORP., ALLISON PARK, PA.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 527P-IN 3V
NTISLABPEU
NO ABSTRACT AVAILABLE.
NTIS: PB-271 700-SET/ST NTIS PRICE PC E09

5115 THE USE OF BEHAVIORAL OBJECTIVES IN INSTRUCTION OF BASIC VOCATIONAL SCIENCE STUDENTS JAN 77
MARTIN, WILLIAM JOSEPH;BELL, PAUL E.
JOURNAL OF RESEARCH IN SCIENCE TEACHING;14;1;1-11
BEHAVIORAL OBJECTIVES, EDUCATIONAL RESEARCH, INSTRUCTION, SCIENCE EDUCATION, VOCATIONAL EDUCATION, EDUCATIONAL OBJECTIVES, SECONDARY EDUCATION, SECONDARY SCHOOL SCIENCE, TEACHING METHODS, RESEARCH REPORTS
DISCUSSES A STUDY IN WHICH A GROUP OF HIGH SCHOOL VOCATIONAL SCIENCE STUDENTS USING BEHAVIORAL OBJECTIVES SCORED SIGNIFICANTLY BETTER THAN DID A CONTROL GROUP ON MEASURES OF TERMINAL ACHIEVEMENT, CRITICAL OPERATIONS, RESIDUAL ACHIEVEMENT, AND ATTITUDE TOWARD INSTRUCTION. (MLH)
ERIC: EJ160906

5116 USE OF COMPUTERS IN EDUCATION. VOLUME 1. NOV 69
DEFENSE DOCUMENTATION CENTER FOR SCIENTIFIC AND TECHNICAL INFORMATION, ALEXANDRIA, VA.
NOTES: 339P.
ANNOTATED BIBLIOGRAPHIES, COMPUTER ASSISTED INSTRUCTION, DATA PROCESSING, ELECTROMECHANICAL AIDS, FEASIBILITY STUDIES, INDUSTRIAL TRAINING, LEARNING, MEMORY, MILITARY TRAINING, MOTIVATION, PERFORMANCE, PROGRAMED INSTRUCTION, PROGRAMMING, SIMULATION, TEACHING TECHNIQUES, TIME SHARING, TRANSFER OF TRAINING
VOLUME 1 OF TWO VOLUMES ON THE USE OF COMPUTERS IN EDUCATION, THIS ANNOTATED BIBLIOGRAPHY CONTAINS 339 UNCLASSIFIED REFERENCES COVERING THE PERIOD FROM JULY 1959 THROUGH JUNE 1969. A COMPUTER SEARCH COVERS JULY 1953 THROUGH SEPTEMBER 1969. SUCCESS IN THE USE OF COMPUTERIZED EDUCATION AND TRAINING SYSTEMS IS EVALUATED. REPORTS ON PROGRAMED INSTRUCTION INDICATE THE FEASIBILITY OF A WIDE RANGE OF USES OF COMPUTERS IN EDUCATION, IN TRAINING, AND IN ADAPTIVE LEARNING TECHNIQUES. INDIVIDUAL ENTRIES ARE ARRANGED IN AC NUMBER SEQUENCE (AD 226 766 THROUGH AD 690 492). COMPUTER GENERATED INDEXES COVER CORPORATE AUTHOR/MONITORING AGENCIES AND PERSONAL AUTHORS. (AUTHOR/LY)
ERIC: ED036710 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (AD-697-300, MF $0.65, HC $3.00)

5117 THE USE OF CONTINGENCY MANAGEMENT TO AFFECT LEARNING PERFORMANCE IN ADULT INSTITUTIONALIZED OFFENDERS. SEP 71
MCKEE, JOHN M.
NOTES: 11P.; PAPER PRESENTED AT MEETING OF AMERICAN PSYCHOLOGICAL ASSOCIATION (WASHINGTON, D. C., SEPTEMBER 1971)
ADULT BASIC EDUCATION, ADULT STUDENTS, ADULT VOCATIONAL EDUCATION, INDIVIDUALIZED INSTRUCTION, INSTITUTIONALIZED PERSONS, LEARNING MOTIVATION, MALES, PERFORMANCE CONTRACTS, PRISONERS, PROGRAMED INSTRUCTION, REINFORCEMENT, RESEARCH, STIMULUS DEVICES, CONTINGENCY MANAGEMENT
A DESCRIPTION IS GIVEN OF THE DEVELOPMENT AND APPLICATION OF CONTINGENCY MANAGEMENT (CM) TECHNIQUES TO THE EDUCATIONAL PERFORMANCE OF A BROAD CROSS SECTION OF ADULT, MALE PRISON INMATES. BY MOST STANDARDS, THESE INMATES ARE JUDGED TO BE AT THE LOWEST RUNG OF THE MOTIVATIONAL LADDER. DRAPER CORRECTIONAL CENTER EXPERIMENTAL AND DEMONSTRATION PROJECTS WERE BEGUN IN 1961 TO PROVIDE BASIC EDUCATION THROUGH THE USE OF PROGRAMMED INSTRUCTION (PI). TO MODIFY THE OPERATION OF THE SELF INSTRUCTIONAL SCHOOL, AN INDIVIDUALLY

(CONT.)

5117 PRESCRIBED INSTRUCTIONAL SYSTEM WAS CREATED, AND EFFECTIVE CM PROCEDURES WERE DEVELOPED. CM PROCEDURES WERE ALSO APPLIED TO VOCATIONAL TRAINING AT DRAPER IN THE MANPOWER DEVELOPMENT AND TRAINING PROGRAMS. SIX STUDIES MADE OF THE USE OF CM IN THE DRAPER PROGRAM SHOW THAT THE MATERIALS AND TECHNIQUES THAT HAVE BEEN SUCCESSFULLY EMPLOYED FALL INTO TWO CATEGORIES THE CONTINGENCY OR PERFORMANCE CONTRACT, AND PROGRESS PLOTTERS. RESULTS OF THE STUDIES CLEARLY INDICATE THAT PERFORMANCE-CONTINGENT PAY TO TRAINEES IS SIGNIFICANTLY SUPERIOR IN GETTING EFFICIENT AND EFFECTIVE LEARNING IN BOTH BASIC EDUCATION AND VOCATIONAL PROGRAMS. (PAGES 12 THROUGH 14 OF THE ORIGINAL DOCUMENT, WHICH ARE EXAMPLES OF CM DEVICES AND FORMS, ARE COPYRIGHTED AND ARE NOT AVAILABLE FROM EDRS.) (DB)

ERIC: ED057299

5118 THE USE OF HEALTH AIDES IN MIGRANT HEALTH PROJECTS. 70

HOFF, WILBUR

HEALTH SERVICES AND MENTAL HEALTH ADMINISTRATION (DHEW), BETHESDA, MD. COMMUNITY HEALTH SERVICES.

NOTES: 34P.

CAREER LADDERS, GUIDELINES, INDIGENOUS PERSONNEL, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MIGRANT HEALTH SERVICES, MIGRANT WORKERS, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, PROGRAM PLANNING, RECRUITMENT, SUBPROFESSIONALS, SUPERVISORY ACTIVITIES, WORK EXPERIENCE

INTENDED FOR MIGRANT PROJECT ADMINISTRATORS AND OTHER PROFESSIONAL WORKERS, THIS DOCUMENT CONTAINS RECOMMENDATIONS DEVELOPED FROM A NATIONWIDE STUDY FOR EVALUATING THE UTILIZATION AND EFFECTIVENESS OF HEALTH AIDES (INDIGENOUS WORKERS) IN MIGRANT HEALTH PROGRAMS. RECOMMENDATIONS ARE PROVIDED FOR FIVE MAJOR PHASES OF ACTIVITY ESSENTIAL FOR EFFECTIVE UTILIZATION OF AUXILIARY HEALTH PERSONNEL, INCLUDING (1) INITIAL PLANNING, (2) RECRUITMENT AND SELECTION, (3) TRAINING, (4) WORK SUPERVISION, AND (5) EVALUATION. THE RECOMMENDATIONS IDENTIFY THE COMPONENT PARTS OF EACH PHASE AND DESCRIBE THEIR DEVELOPMENT IN A LOGICAL TIME SEQUENCE. A CLASSIFICATION SYSTEM FOR HEALTH AIDE ACTIVITIES, SAMPLE EVALUATION FORM, AND JOB DESCRIPTIONS AND CAREER LADDER EXAMPLES FOR COMMUNITY HEALTH AIDE, COMMUNITY NURSING AIDE, AND SANITATION AIDE ARE APPENDED. (SB)

ERIC: ED054345

5119 THE USE OF INDIVIDUALLY PRESCRIBED INSTRUCTION FOR THE DISADVANTAGED.

MCKEE, JOHN M.; SEAY, DONNA M.

NOTES: 14P.

ADULT BASIC EDUCATION, BEHAVIORAL OBJECTIVES, CORRECTIONAL EDUCATION, DISADVANTAGED GROUPS, INDIVIDUALIZED INSTRUCTION, INSTRUCTIONAL MATERIALS, JOB SKILLS, LEARNING MOTIVATION, MALES, MANAGEMENT SYSTEMS, MODELS, PRISONERS, PROGRAMED INSTRUCTION, REINFORCEMENT, STUDENT PARTICIPATION, TEACHER ROLE, TEACHING ASSISTANTS, TEACHING TECHNIQUES, ALABAMA, DRAPER CORRECTIONAL CENTER, INDIVIDUALLY PRESCRIBED INSTRUCTION, IPI

THE ADAPTATION AND USE OF INDIVIDUALLY PRESCRIBED INSTRUCTION (IPI) IN ADULT BASIC EDUCATION FOR THE DISADVANTAGED ARE DISCUSSED. THE DISCUSSION DESCRIBES A MODEL IPI SYSTEM (THE DRAPER MODEL); RECOMMENDS CERTAIN CONSIDERATIONS IF IT IS TO BE USED SUCCESSFULLY; AND SHOWS THAT PROGRAMMED INSTRUCTIONAL (PI) MATERIALS WORK BEST IN A LEARNING SYSTEM WHERE INDIVIDUALLY PRESCRIBED AND MANAGED INSTRUCTION IS THE GOAL. THE BASIC STEPS EMPLOYED IN THE USE OF IPI MATERIALS ARE DESCRIBED. THE USE OF CONTINGENCY MANAGEMENT IN CREATING A TOTAL LEARNING ENVIRONMENT IS DISCUSSED AND ILLUSTRATED WITH AN EXPERIMENT IN WHICH CONTINGENCY MANAGEMENT WAS USED IN AN ATTEMPT OF INCREASE THE PRODUCTIVITY OF 16 PRISON INMATES WHO WERE STUDYING PI MATERIALS. IT IS CONCLUDED THAT IPI WORKS, AS IS BEING SHOWN AT THE DRAPER CORRECTIONAL CENTER, IN ADULT EDUCATION PROGRAMS, AND IN PROGRAMS FOR THE SOCIOECONOMICALLY DISADVANTAGED. RECOMMENDATIONS FOR THOSE WHO ARE PLANNING OR OPERATING AN IPI SYSTEM ARE PROVIDED: THESE ARE (1) LEARN THE UNDERLYING THEORETICAL PRINCIPLES OF IPI; (2) RECOGNIZE BENEFITS OF IPI; (3) RECOGNIZE THAT IPI HAS LIMITATIONS; (4) INVOLVE THE TRAINEE IN PLANNING AND OPERATING THE PROGRAM; (5) RELATE BASIC EDUCATION SKILLS AS CLOSELY AS POSSIBLE TO OCCUPATIONAL GOALS AND WORK; (6) USE SMALL INSTRUCTIONAL UNITS OR MODULES; AND (7) EMPLOY PARAPROFESSIONALS TO ASSIST IN THE TRAINING SYSTEM. (DB)

ERIC: ED059432

5120 USE OF JOB SIMULATION KITS WITH WIN ENROLLEES DEC 73

SHOWALTER, JOHN M.

JOURNAL OF EMPLOYMENT COUNSELING:10;4:192-195

OCCUPATIONAL CHOICE, ECONOMICALLY DISADVANTAGED, VOCATIONAL INTERESTS, WORK EXPERIENCE, OCCUPATIONS, JOB SKILLS, PROBLEM SOLVING, WORK INCENTIVE PROGRAM

AN EXPERIMENTAL AND A CONTROL GROUP TOOK A TWO AND ONE-HALF WEEK VOCATIONAL ORIENTATION AND ASSESSMENT PROGRAM WHICH FOR THE EXPERIMENTAL GROUP HAD HIGHER SCORES ON THE AVERAGE ON A 14-POINT RATING SCALE DEVELOPED TO MEASURE EFFECTIVENESS OF THE JOB EXPERIENCE KITS. (EK)

ERIC: EJ090949

5121 THE USE OF LONGITUDINAL DATA TO ASSESS THE IMPACT OF MANPOWER TRAINING ON EARNINGS. 20 JUL 73

JACOBSON, LOUIS S.

PUBLIC RESEARCH INST., ARLINGTON, VA. DEPARTMENT OF LABOR, WASHINGTON, D.C.

CONTRACT NO. DOL-L-72-46

NOTES: 69P.

(CONT.)
5121 COMPARATIVE ANALYSIS, DATA ANALYSIS, EMPLOYMENT PATTERNS, FEDERAL PROGRAMS, INCOME, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MATHEMATICAL MODELS, MULTIPLE REGRESSION ANALYSIS, STATISTICAL ANALYSIS, TRAINEES, TRAINING, MANPOWER DEVELOPMENT AND TRAINING ACT, SOCIAL SECURITY DATA
RESEARCH USING SOCIAL SECURITY DATA TO MEASURE THE EFFECTS OF GOVERNMENT MANPOWER TRAINING PROGRAMS ON THE EARNINGS OF PARTICIPANTS IS DISCUSSED. PREVIOUS STUDIES EMPLOYED A LONGITUDINAL SET OF SOCIAL SECURITY SUMMARY EARNINGS RECORDS OF OVER 50,000 INDIVIDUALS WHO PARTICIPATED IN MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) INSTITUTIONAL TRAINING IN 1964 AND 70,000 INDIVIDUALS RANDOMLY SELECTED FROM THE SAME FILE. THIS STUDY USED SOCIAL SECURITYS CONTINUOUS WORK HISTORY SAMPLE (CWHS) TO DEMONSTRATE THAT THESE PRIOR STUDIES HAVE SUBSTANTIALLY UNDERESTIMATED THE IMPACT OF TRAINING ON EARNINGS. THE STUDIES BEING CRITICIZED EMPLOYED A MODEL OF INCOME DETERMINATION THAT DID NOT TAKE INTO ACCOUNT THE FACT THAT TRAINEES WERE INDUCED TO JOIN THE PROGRAM BECAUSE THEY WERE HAVING DIFFICULTY FINDING OR HOLDING ADEQUATE JOBS. THE BASIC TECHNIQUE USED IN THIS PAPER WAS TO COMPARE ACTUAL POST-TRAINING EARNINGS OF TRAINEES TO THE EARNINGS OF A CONTROL GROUP WHOSE EARNINGS POTENTIAL AT THE TIME OF INITIATION OF TRAINING WAS IDENTICAL TO THAT OF THE PARTICIPANTS. IN ORDER TO COMPARE THE TWO GROUPS, A MODEL OF INCOME DETERMINATION WAS SPECIFIED AND ESTIMATED USING REGRESSION ANALYSIS. SINCE IT WAS NOT POSSIBLE TO IDENTIFY TRAINEES IN THE CWHS OR TO OBTAIN A RELIABLE MEASURE OF UNEMPLOYMENT AND LOSS OF JOB TENURE IN THE SUMMARY EARNINGS RECORDS, THE ESTIMATION PROCEDURE WAS BASED ON KNOWLEDGE OF THE SIMPLE CORRELATIONS AMONG THE VARIABLES. (AUTHOR/MV)
ERIC: ED137330

5122 USE OF PSYCHOLOGICAL TESTS IN AN ADMINISTRATIVE STAFF IMPROVEMENT PROGRAM.   AUG 69
JOHNSON, RICHARD W.;NORTH, STEWART D.
WISCONSIN UNIV., MADISON. COUNSELING CENTER.
NOTES: 19P.
ADMINISTRATOR CHARACTERISTICS, ADMINISTRATOR EVALUATION, FEMALES, IMPROVEMENT PROGRAMS, JOB SATISFACTION, MALES, PRINCIPALS, PSYCHOLOGICAL TESTS, SCHOOL ADMINISTRATION, STAFF IMPROVEMENT, GREEN BAY WISCONSIN PUBLIC SCHOOLS
ALL SCHOOL ADMINISTRATORS AND NOMINEES FOR ADMINISTRATIVE POSITIONS ENROLLED IN AN ADMINISTRATIVE STAFF IMPROVEMENT PROGRAM AT GREEN BAY, WISCONSIN, COMPLETED A BATTERY OF PSYCHOLOGICAL TESTS (MILLER ANALOGIES TEST, CONCEPT MASTERY TEST, AND STRONG VOCATIONAL INTEREST BLANK). THE ENROLLEES SCORED ABOVE AVERAGE ON THE MAT COMPARED WITH GRADUATE STUDENTS IN EDUCATIONAL ADMINISTRATION. THE MAT SCORES WERE HIGHLY CORRELATED WITH SCORES ON THE CMT SUGGESTING THAT THE LATTER MAY SERVE AS A REASONABLE SUBSTITUTE FOR THE MAT FOR SOME TESTING PURPOSES. THE VOCATIONAL INTERESTS FOR THE MALE ENROLLEES WERE MOST CLOSELY RELATED TO THOSE OF PEOPLE EMPLOYED IN PUBLIC ADMINISTRATION AND RELATED SOCIAL SERVICE OCCUPATIONS. THE SVIB SCORES WERE MODERATELY CORRELATED WITH RATINGS OF JOB EFFECTIVENESS AND OCCUPATIONAL SATISFACTION FOR THE MALE ADMINISTRATORS. THE TEST SCORES WERE NOT SIGNIFICANTLY CORRELATED WITH THE CRITERION MEASURES FOR THE MALE NOMINEES PRESUMABLY DUE TO THE UNRELIABILITY OF THE PEER RATINGS AND THE HOMOGENEITY OF THE OCCUPATIONAL SATISFACTION SCORES. (AUTHOR)
ERIC: ED049270

5123 THE USE OF REWARDS IN MOTIVATING MARGINAL MEMBERS OF THE WORK FORCE   19 FEB 70
PORTER, LYMAN W.
PERFORMANCE RESEARCH INC WASHINGTON D C
CONTRACT NO. N00014-66-C-0130
NOTES: NR-152-241
INDUSTRIAL PSYCHOLOGY, MANAGEMENT PLANNING, MOTIVATION, EFFECTIVENESS, MARGINAL PERSONNEL, DISADVANTAGED GROUPS, REWARDS
THE PAPER DEALS WITH THE USE OF FOUR GROUPS OF REWARDS (FINANCIAL, INTERPERSONAL, INTRINSIC TO WORK AND DEVELOPMENTAL) FOR MOTIVATING INDIVIDUALS WHO HAVE FAILED TO DEMONSTRATE CONSISTENT WORK ATTENDANCE OR TO MEET ORGANIZATIONALLY DEFINED STANDARDS OF ADEQUATE PERFORMANCE. THE PAPER EMPHASIZES THE IMPORTANCE OF CONSIDERING THE SOURCES OF REWARDS AND THEIR METHOD OF ADMINISTRATION, AND CONSIDERS THE EFFECTS OF THESE FACTORS ON ATTENDANCE AND PERFORMANCE. (AUTHOR)
NTIS: AD-701 639   CFSTI PRICES HC$6.00 MF$0.95

5124 THE USE OF ROLEPLAYING FOR INTERVIEWS WITH JOB CORPS FEMALES   SEP 72
JACKSON, GERALD G.
JOURNAL OF EMPLOYMENT COUNSELING;9:3;130-139
DISADVANTAGED GROUPS, EMPLOYMENT COUNSELORS, EMPLOYMENT INTERVIEWS, EMPLOYMENT OPPORTUNITIES, FEMALES, GROUP GUIDANCE, OCCUPATIONAL GUIDANCE, ROLE PLAYING
ROLE PLAYING A JOB INTERVIEW WAS USED DURING A GROUP GUIDANCE SESSION WITH JOB CORP FEMALES. AS A TECHNIQUE, IT WAS FOUND TO BE FLEXIBLE, ADAPTABLE, AND TIMESAVING. (AUTHOR)
ERIC: EJ066363

5125 USE OF SUPPORT PERSONNEL IN VOCATIONAL REHABILITATION, A TRAINING GUIDE. REPORT OF THE COMMITTEE ON EFFECTIVE UTILIZATION OF THE REHABILITATION COUNSELOR AND SUPPORTING STAFF. REHABILITATION SERVICE SERIES NUMBER 69-13.   69
LUCAS, HARRY;WOLFE, RICHARD R.
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. SOCIAL AND REHABILITATION SERVICE. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 112P.; INSTITUTE ON REHABILITATION SERVICES. (6TH, UNIVERSITY PARK, PA., MAY

(CONT.)
5125 20-22, 1969).
ADMINISTRATOR GUIDES, ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT QUALIFICATIONS, MANPOWER UTILIZATION, NATIONAL SURVEYS, OCCUPATIONAL INFORMATION, QUESTIONNAIRES, STAFF ROLE, SUBPROFESSIONALS, TRAINING OBJECTIVES, VOCATIONAL REHABILITATION, INSTITUTE ON REHABILITATION SERVICES, REHABILITATION AIDES
THIS STUDY INVESTIGATES THE USE OF SPECIALIZED STAFF IN LESS THAN A PROFESSIONAL CAPACITY TO SUPPORT THE WORK OF THE REHABILITATION COUNSELOR AND THE ON-GOING RELATIONSHIP WITH A CLIENT. IT SPECIFICALLY CONCERNED THE IMPLICATIONS OF USING REHABILITATION AIDES, DEFINITIONS OF THE ROLES AND FUNCTIONS OF REHABILITATION AIDES, QUALIFICATION REQUIREMENTS AND SELECTION PROCEDURES, DEVELOPMENT OF A TRAINING PROGRAM, AND EXAMINATION OF IMPLICATION THAT THE ROLE OF REHABILITATION AIDE MAY HAVE FOR FUTURE DEVELOPMENT IN QUALITY OF THE SERVICE PROGRAM AND FOR CAREER PATTERNS. DATA WERE COLLECTED BY QUESTIONNAIRE FROM 53 STATE AGENCIES OF VOCATIONAL REHABILITATION. FINDINGS OF THE STUDY INDICATE A NUMBER OF ADVANTAGES IN THE USE OF REHABILITATION AIDES. FOR THE CLIENT, THE COUNSELOR WHO IS RELIEVED OF ROUTINE ACTIVITIES CAN DEVOTE MORE TIME TO PROBLEM SOLVING. FOR THE COUNSELOR, THE OPPORTUNITY TO PRACTICE HIS UNIQUE SKILLS WILL RAISE THE LEVEL OF PROFESSIONAL FUNCTIONING AND INCREASE EFFICIENCY. FOR THE AGENCY, THE USE OF REHABILITATION AIDES WILL ALLOW THEM TO SERVE CLIENTS IN GREATER NUMBERS AND WITH GREATER RANGES OF PROBLEMS. FOR THE COMMUNITY, USE OF INDIGENOUS WORKERS IN GREATER NUMBERS MAY INCREASE AGENCY-COMMUNITY UNDERSTANDING AND RAPPORT. (CH)
ERIC: ED030768

5126 USE OF THE GENERAL APTITUDE TEST BATTERY TO PREDICT SUCCESS ON THE TESTS OF GENERAL EDUCATIONAL DEVELOPMENT. U.S. EMPLOYMENT SERVICE TEST RESEARCH REPORT NO. 33. 77
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 22P.
APTITUDE TEST, CORRELATION, EQUIVALENCY TEST, HIGH SCHOOL EQUIVALENCY PROGRAMS, NORMS, PREDICTION, SCORES, STATISTICAL ANALYSIS, SUCCESS FACTORS, VOCATIONAL COUNSELING, GENERAL APTITUDE TEST BATTERY, GENERAL EDUCATIONAL DEVELOPMENT TEST
DUE TO THE SMALL SAMPLES AND VARIANCE OF THE TESTS OF GENERAL EDUCATIONAL DEVELOPMENT (GED) REQUIREMENTS IN THE REPORTED RESEARCH, IT IS DIFFICULT TO GENERALIZE THE OBTAINED RESULTS IN COUNSELING SITUATIONS. IT IS THE PURPOSE OF THIS STUDY TO SET UP MULTIPLE CUTOFF NORMS FOR THE GENERAL APTITUDE TEST BATTERY (GATB) USING THE STATISTICAL TECHNIQUES EMPLOYED IN GATB RESEARCH. A SECONDARY PURPOSE IS THE VERIFICATION ON A LARGER SAMPLE OF THE RESULTS OBTAINED IN THREE REPORTED STUDIES IN MISSOURI, WISCONSIN, AND NEVADA. THE ANALYSIS SHOWED THAT THE MULTIPLE CUTOFF BATTERY NORMS G (GENERAL ABILITY)-90, V (VERBAL APTITUDE)-95, AND Q (CLERICAL PERCEPTION) -95 COUPLED WITH SPECIAL REGARD TO HIGH G AND V SCORES CAN BE VERY USEFUL IN THE PREDICTION OF SUCCESS ON THE GED WITH THE MINNESOTA REQUIREMENTS, AND USEFUL ALTHOUGH TO A SOMEWHAT LESSER DEGREE, FOR THE HIGHER MISSOURI REQUIREMENT. THIS STUDY HAS DUPLICATED SOME ASPECTS OF THE RESULTS OF THE THREE REPORTED STUDIES, IN THAT THE G AND V APTITUDES HAVE THE BEST PREDICTIVE POSSIBILITIES FOR USE WITH THE GED, AND THAT SCORES OF 110 OR GREATER ON EITHER OF THESE APTITUDES INDICATE ALMOST DEFINITE PASSAGE. IT IS NOT REASONABLE, OBVIOUSLY, TO DISCOURAGE GED ATTEMPTS BY PERSONS SCORING LESS THAN 110 ON THESE APTITUDES, AND OBSERVATION OF THIS SCORE SHOULD ONLY BE MADE IN COMBINATION WITH THE APTITUDE BATTERY NORMS. (AUTHOR/RC)
ERIC: ED134598

5127 THE USE OF TRAINING RELATED EXPENSE AND ENRICHMENT MONIES IN PUBLIC SERVICE EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
GAYER, GORDON;AND OTHERS
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 30P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818
COST EFFECTIVENESS, EDUCATIONAL FINANCE, EMPLOYMENT PROGRAMS, ENRICHMENT PROGRAMS, EXPENDITURES, FINANCIAL PROBLEMS, FINANCIAL SUPPORT, JOB TRAINING, LOW INCOME GROUPS, PARTICIPANT CHARACTERISTICS, PILOT PROJECTS, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PUBLIC SERVICE OCCUPATIONS, UNEMPLOYMENT, MANPOWER RESEARCH, VERMONT
THE NECESSITY OF HAVING FUNDS WHICH MEET CLIENT RELATED AND ADDITIONAL EDUCATIONAL NEEDS ARE PRESENTED IN THIS TWO-PART MONOGRAPH. THE FIRST PART IS COMPRISED OF A COMPREHENSIVE DISCUSSION OF TRAINING RELATED EXPENSES AND ANALYSIS OF THEIR USES AND EFFECTS ON CLIENT COMPLETION OR TERMINATION FROM TRAINING. THE SECOND PART DESCRIBES THE FUNCTION AND UTILIZATION OF ENRICHMENT TRAINING. CONCLUSIONS DRAWN FROM BOTH PARTS WERE THAT THESE FUNDS WERE VALUABLE TOOLS AND HAD REAL AND POSITIVE IMPACT ON THE SUCCESS OF CLIENTS REQUIRING THIS TYPE OF HELP. (ALSO INCLUDED IS ONE APPENDIX.) (AUTHOR)
ERIC: ED094266 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

5128 THE USE OF VOCATIONAL REHABILITATION-ORIENTED SUPPORTIVE SERVICES IN A NEIGHBORHOOD YOUTH CORPS 69 SEP
ASCHER, ALBERT I.
REHABIL COUNSELING BULL;13;1;27-33
COMMUNITY SERVICES, COUNSELING SERVICES, EMPLOYMENT OPPORTUNITIES, MEDICAL SERVICES, NEIGHBORHOOD CENTERS, REMEDIAL PROGRAMS, VOCATIONAL ADJUSTMENT, VOCATIONAL REHABILITATION, YOUTH AGENCIES, YOUTH PROGRAMS
ERIC: EJ010530

5129 USE OF WOMEN IN THE MILITARY MAY 77
ASSISTANT SECRETARY OF DEFENSE (MANPOWER RESERVE AFFAIRS AND LOGISTICS) WASHINGTON DC
NOTES; BACKGROUND STUDY 106P
MANPOWER UTILIZATION, ENLISTED PERSONNEL, WOMEN, NTISDODXA
AN ANALYSIS OF MILITARY MANPOWER UTILIZATION WAS UNDERTAKEN TO GATHER AND ANALYZE DATA ON THE USE OF ENLISTED WOMEN SERVING ON ACTIVE DUTY IN THE MILITARY. THE FOLLOWING ARE AMONG THE STUDYS FINDINGS THE NUMBER OF ENLISTED WOMEN ON ACTIVE DUTY MORE THAN TRIPLED FROM 1971 THROUGH 1976; ACTIVE DUTY WOMEN ARE BEING PROMOTED THE SAME AS, OR AT HIGHER RATES THAN MEN IN ALL OCCUPATIONS OPEN TO WOMEN; WOMEN ON ACTIVE DUTY ARE RETAINED AT ABOUT THE SAME OVERALL RATES AS MEN, ALTHOUGH THEY HAVE HIGHER LOSS RATES IN NON-TRADITIONAL OCCUPATIONS; THE SERVICES HAVE MADE SIGNIFICANT PROGRESS IN EXPANDING THE USE OF WOMEN IN NON-TRADITIONAL SKILLS; AND ALTHOUGH THE NAVY, AIR FORCE AND MARINE CORPS ARE PLANNING SIGNIFICANT INCREASES IN THE NUMBER OF ENLISTED WOMEN ON ACTIVE DUTY IN THE 1978 TO 1982 PERIOD, THE ARMYS CURRENT PLAN CALLS FOR NO GROWTH IN ENLISTED WOMEN AFTER 1979.
NTIS; AD-A047 118/5ST NTIS PRICES MF A01

5130 USERS GUIDE TO A SUBREGIONAL LAND-USE ALLOCATION MODEL MAY 76
LESSLIE, P. A.
OAK RIDGE NATIONAL LAB., TENN. ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION.
CONTRACT NO. W-7405-ENG-26
NOTES; 99P
INDUSTRY, LAND USE, TENNESSEE, MANPOWER, ERDA/290300, ERDA/510500, ERDA/530100, MATHEMATICAL MODELS, REGIONAL PLANNING, ECONOMIC IMPACT, SITE SURVEYS, NTISERDA
A REGIONAL MODEL FOR INTERFACING LABOR SUPPLY AND DEMAND WITH INDUSTRIAL LAND-USE ALLOCATION HAS BEEN DEVELOPED BY THE REGIONAL ENVIRONMENTAL SYSTEMS ANALYSIS PROGRAM LAND-USE SECTION AT OAK RIDGE NATIONAL LABORATORY. THE MODEL USES A DATA BASE THAT WAS COMPILED TO DESCRIBE THE EAST TENNESSEE DEVELOPMENT DISTRICT. THE PRIMARY PURPOSE OF THE MODEL IS TO PROVIDE FORECASTING CAPABILITIES FROM A BASE-YEAR DATA BASE AND ECONOMIC FORECASTS OF POPULATION AND INDUSTRY FOR A REGION. THE SYSTEM HAS BEEN DESIGNED AND BUILT TO ALLOW INTERACTION BETWEEN THE USER AND THE LAND-USE ALLOCATION PROCESS. (ERA CITATION 01 119471)
NTIS; ORNL/RUS-13 NTIS PRICES PC$5.00/MF$3.00

5131 THE USES AND LIMITS OF MANPOWER POLICY W 74
ULMAN, LLOYD
PUBLIC INTEREST;34;93-105
EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, PUBLIC POLICY, ECONOMICS, GOVERNMENT ROLE, POLICY FORMATION, MANPOWER DEVELOPMENT, UNEMPLOYMENT, POVERTY PROGRAMS
EXAMINES AND EVALUATES THE USE OF ACTIVE LABOR MARKET POLICY TO ATTEMPT TO MAKE THE UNEASY TRIANGLE OF FULL EMPLOYMENT, PRICE STABILITY, AND COLLECTIVE BARGAINING MORE TOLERABLE WHILE AT THE SAME TIME PROMOTING THE CAUSE OF GREATER ECONOMIC EQUALITY AND GROWTH. (AUTHOR/JM)
ERIC; EJ096426

5132 THE USES OF PARAPROFESSIONALS IN THE DELIVERY OF MANPOWER AND SOCIAL SERVICES THROUGH PUBLIC SERVICE EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
STANFIELD, ROBERT E.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 68P.; FOR RELATED DOCUMENTS, SEE CE 001 905-915
EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, ON THE JOB TRAINING, PERSONNEL SELECTION, PILOT PROJECTS, PUBLIC SERVICE OCCUPATIONS, SERVICE OCCUPATIONS, SUBEMPLOYMENT, SUPERVISION, TASK PERFORMANCE, UNSKILLED WORKERS, WORK EXPERIENCE, MANPOWER RESEARCH, PARAPROFESSIONALS, VERMONT
TRAINEES IN A PUBLIC SERVICE EMPLOYMENT PROGRAM MAY FIND WORK TRAINING AS PARAPROFESSIONAL AIDES IN MANPOWER AGENCIES, SOCIAL SERVICES, AND HUMAN SERVICES. THE WORK EXPERIENCE IS VALUABLE FOR THE TRAINEES. HOWEVER, THE ACTUAL STRUCTURE OF THEIR TRAINING NEEDS CLOSE ATTENTION. SUPERVISORS ARE LIKELY TO RATE THE EFFECTIVENESS OF ON-THE-JOB TRAINING HIGHLY, WHILE TRAINEES GIVE AT LEAST EQUAL CREDIT TO THE COMMON SENSE WHICH THEY BRING WITH THEM TO THE JOB. ALSO, THERE MAY BE LITTLE CONSISTENCY IN THE TRAINING EXPERIENCE OF DIFFERENT TRAINEES. ONE ANSWER TO THIS PROBLEM IS FOR EMPLOYERS TO BE MORE FLEXIBLE IN ACCEPTING THE PRACTICAL EXPERIENCE AND COMMON SENSE OF THE TRAINEES AS A SUBSTITUTE FOR MORE FORMAL REQUIREMENTS, WHILE AT THE SAME TIME FORMALIZING THE NECESSARY ON-THE-JOB TRAINING INTO A REGULAR CURRICULUM. TRANSFERABILITY AND PLACEMENT PROSPECTS FOR TRAINEES IN PARAPROFESSIONAL SLOTS ARE LIMITED, ESPECIALLY IN VIEW OF THE TIGHT JOB MARKET. (ALSO INCLUDED IS A 22-ITEM BIBLIOGRAPHY AND A LIST OF TABLES.) (AUTHOR)
ERIC; ED094294 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.30)

5133 USING A CLASSIFICATION OF OCCUPATIONS TO DESCRIBE AGE, SEX, AND TIME DIFFERENCES IN EMPLOYMENT PATTERNS APR 77
GOTTFREDSON, GARY D.; DAIGER, DENISE C.
JOURNAL OF VOCATIONAL BEHAVIOR;10;2;121-136
CAREER PLANNING, JOB MARKET, EMPLOYMENT PATTERNS, LABOR SUPPLY, CENSUS FIGURES, OCCUPATIONAL CLUSTERS, RESEARCH PROJECTS, VOCATIONAL COUNSELING, SEX DIFFERENCES, AGE DIFFERENCES, FUTURES (OF SOCIETY), HOLLAND OCCUPATIONAL CLASSIFICATION
EMPLOYMENT DATA FROM THE 1960 AND 1970 CENSUSES WERE ORGANIZED USING HOLLANDS

(CONT.)
5133 OCCUPATIONAL CLASSIFICATION TO EXAMINE AGE, SEX, AND LEVEL DIFFERENCES IN EMPLOYMENT, AND TO DETECT CHANGES OVER THE 10-YEAR PERIOD. RESULTS PROVIDE STRUCTURED INFORMATION ABOUT THE WORKFORCE AND ITS CHANGING NATURE THAT CAN BE COMMUNICATED TO PEOPLE PLANNING CAREERS. (AUTHOR)
ERIC: EJ153419

5134 USING A TYPOLOGY OF PERSONS AND ENVIRONMENTS TO EXPLAIN CAREERS SOME EXTENSIONS AND CLARIFICATIONS. REPORT NO. 204. OCT 75
HOLLAND, JOHN L.;GOTTFREDSON, GARY D.
JOHNS HOPKINS UNIV., BALTIMORE, MD. CENTER FOR THE STUDY OF SOCIAL ORGANIZATION OF SCHOOLS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 52P.
VOCATIONAL DEVELOPMENT, CAREER PLANNING, THEORIES, OCCUPATIONAL GUIDANCE, HOLLAND THEORY
THIS REPORT, PREPARED BY THE CAREERS PROGRAM OF THE CENTER FOR SOCIAL ORGANIZATION OF SCHOOLS, EXTENDS AND CLARIFIES HOLLANDS THEORY OF CAREERS AND ITS APPLICATIONS TO CAREER GUIDANCE. ITS PURPOSES ARE TO SHOW MORE COMPLETELY HOW HOLLANDS THEORY OF CAREERS CAN BE USED TO EXPLAIN COMMON CAREER PHENOMENA AND CONCEPTS, TO REPORT NEW INSIGHTS AND SUPPORTIVE DATA, TO RECTIFY SOME THEORETICAL MISUNDERSTANDINGS, AND TO SPELL OUT THE IMPLICATIONS OF THESE IDEAS FOR COUNSELING PRACTICE AND VOCATIONAL INTERVENTIONS. THESE GOALS ARE INCORPORATED IN THE FOLLOWING SECTIONS WHAT VOCATIONAL QUESTIONS REQUIRE EXPLANATION; HOW THE THEORY EXPLAINS; TYPOLOGICAL INTERPRETATIONS OR DEVELOPMENTAL CONCEPTS; EXTENDING THE TYPOLOGY TO THE LIFE SPAN; AND PRACTICAL IMPLICATIONS FOR VOCATIONAL ASSISTANCE. THIS ARTICLE WILL BE OF MOST BENEFIT TO READERS WHO HAVE AN UNDERSTANDING OF THE THEORY AND ITS ASSOCIATED CLASSIFICATION. (AUTHOR/NJ)
AIM/ARM: VT103168

5135 USING COMMUNITY RESOURCES TO RE-INTEGRATE EX-OFFENDERS INTO SOCIETY . 15 MAR 74
CARLSON, NORMAN A.
DEPARTMENT OF JUSTICE, WASHINGTON, D.C. FEDERAL PRISON INDUSTRIES, INC.
NOTES: 14P.; REMARKS BEFORE THE ANNUAL RECOGNITION BANQUET OF JOB THERAPY, INC. (SEATTLE, WASHINGTON, MARCH 1974)
COMMUNITY AGENCIES (PUBLIC), COMMUNITY ATTITUDES, COMMUNITY INVOLVEMENT, COMMUNITY PROGRAMS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CRIMINALS, EMPLOYMENT PROGRAMS, SOCIAL RESPONSIBILITY, SPEECHES, VOLUNTARY AGENCIES
A CRIMINAL JUSTICE SYSTEM CANNOT BE STRONGER THAN ITS WEAKEST LINK, AND CORRECTIONS HAS BEEN THE WEAKEST COMPONENT IN OUR SYSTEM FOR FAR TOO LONG. TODAYS CHALLENGE IS THAT OF BRINGING TOGETHER CONCERNED CITIZENS, PUBLIC AGENCIES, AND PRIVATE AGENCIES IN AN EFFORT TO CREATE A CORRECTIONAL SYSTEM THAT WORKS. CORRECTIONAL PROGRAMS CAN ACCOMPLISH NOTHING IF THERE IS NO PLACE, NO WORK, AND NO SECOND CHANCE IN THE COMMUNITY FOR THE EX-OFFENDER. RECOGNITION OF THIS SITUATION IS BRINGING ABOUT CHANGES IN LEGISLATION AND ATTITUDES, AND, MOST IMPORTANT, THE CREATION OF COMMUNITY-BASED PROGRAMS, OF WHICH JOB THERAPY IS ONE OF THE MORE EFFECTIVE VOLUNTEER PROGRAMS. THE FEDERAL SYSTEM NOW OPERATES 15 SUCH FACILITIES AND HAS OUTSIDE CONTRACTS FOR OVER 100 OTHERS. BOTH FEDERAL AND STATE PRISONS ARE CRITICALLY OVERCROWDED, AND, IN ADDITION, WE NOW RECOGNIZE THAT MORE THAN MERE INCARCERATION IS NEEDED TO CHANGE OR DETER OFFENDERS. WE HAVE A DESPERATE NEED FOR BETTER FACILITIES AND MORE, BETTER TRAINED, AND BETTER PAID PERSONNEL SO THAT OUR CORRECTIONAL SYSTEM CAN PROVIDE FOR THE HUMAN NEEDS OF PRIVACY AND DIGNITY. THIS MUST BE COUPLED WITH COMMUNITY BASED, PUBLICLY SUPPORTED PROGRAMS ON A PERSON-TO-PERSON BASIS, SO THAT THE EX-OFFENDERS INTENTIONS TO MAKE GOOD CAN BE REALIZED. (SA)
ERIC: ED090371

5136 USING TASK DATA IN DIAGNOSTIC RADIOLOGY. RESEARCH REPORT NO. 5. VOLUME 1. JOB LADDERS ASSIGNING TASKS TO JOBS MAY 77
GILPATRICK, ELEANOR
HEALTH SERVICES MOBILITY STUDY, NEW YORK.*HUNTER COLL., NEW YORK.*CITY COLL. RESEARCH FOUNDATION, NEW YORK.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-34-69-34
NOTES: FINAL REPT. 263P
PERSONNEL DEVELOPMENT, RADIOLOGY, JOB ANALYSIS, CAREER LADDERS, RADIOLOGIC TECHNOLOGISTS, MANPOWER REQUIREMENTS, NTISLABPEU
THE REPORT PRESENTS THE RESULTS OF THE APPLICATION OF THE HEALTH SERVICES MOBILITY STUDY (HSMS) TASK ANALYSIS METHOD IN DIAGNOSTIC RADIOLOGY. VOLUME ONE DESCRIBES SEVERAL CAREER LADDERS STARTING FROM THE AIDE LEVEL IN QUALITY ASSURANCE OR PATIENT CARE, RISING TO THE TECHNICIAN LEVEL, AND THEN TO RADIOLOGIC TECHNOLOGIST, WITH OPTIONS TO CONTINUE TO SUPERVISION OR TO RADIATION PHYSICIST. A NEW JOB, QUALITY ASSURANCE TECHNICIAN, IS IDENTIFIED. THIS VOLUME DESCRIBES THE METHOD AND RESULTS, THE ECONOMIC RATIONALES FOR JOB RESTRUCTURING, AND THE USE OF JOB LADDERS; IT TELLS HOW TO RATIONALLY RESTRUCTURE JOBS AFTER EVALUATING THE ALLOCATION OF TASKS BY LEVEL AND CONTENT. IT DESCRIBES A CAREER LADDER PROGRAM, COST STRATEGIES, TRAINEE SELECTION, AND OFFERS A MINI-MANUAL FOR PERFORMANCE EVALUATION USING HSMS TASK DATA. IT DESCRIBES A SAFE PRACTICE AND QUALITY ASSURANCE PROGRAM, AND ALSO INCLUDES A CHECK LIST FOR THE CONSUMER. THERE ARE FIVE TECHNICAL APPENDIXES. VOLUME TWO DEALS WITH CURRICULUM.
NTIS: PB-273 459/1ST NTIS PRICES PC A12/MF A01

5137 USING TASK DATA IN DIAGNOSTIC RADIOLOGY. RESEARCH REPORT NO. 5. VOLUME 2. CURRICULUM

OBJECTIVES FOR RADIOLOGIC TECHNOLOGY MAY 77
GILPATRICK, ELEANOR;GULLION, CHRISTINA
HEALTH SERVICES MOBILITY STUDY, NEW YORK.*HUNTER COLL., NEW YORK.*CITY COLL. RESEARCH FOUNDATION, NEW YORK.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-34-69-34
NOTES: FINAL REPT. 547P
HEALTH MANPOWER EDUCATION, RADIOLOGY, RADIOLOGIC TECHNOLOGISTS, CAREER LADDERS, CURRICULUM DEVELOPMENT, NTISLABPEU
THE VOLUME IS THE RESULT OF THE APPLICATION OF THE HEALTH SERVICES MOBILITY STUDY (HSMS) CURRICULUM DESIGN METHOD IN RADIOLOGIC TECHNOLOGY AND IS USED IN CONJUNCTION WITH VOLUME ONE, WHICH REPORTS THE TASK ANALYSIS RESULTS. VOLUME TWO CONTAINS JOB-RELATED, BEHAVIORAL CURRICULUM OBJECTIVES FOR THE AIDE, TECHNICIAN, AND TECHNOLOGIST LEVELS IN DIAGNOSTIC RADIOLOGY, INCLUDING PATIENT CARE AND QUALITY ASSURANCE. IT PRESENTS GUIDELINES FOR USING THE CURRICULUM OBJECTIVES FOR EDUCATIONAL LADDERS TO PARALLEL THE JOB LADDERS RECOMMENDED IN VOLUME ONE. THE CURRICULUM OBJECTIVES ARE IN UNITS THAT CAN ALSO BE ARRANGED IN ANY OTHER SEQUENCE. THIS VOLUME ALSO PRESENTS BASIC CONCEPTS REGARDING THE EDUCATIONAL PROCESS, DESCRIBES THE HSMS METHOD, PRESENTS SUGGESTIONS FOR PROGRAM DESIGN AND INSTRUCTION, DISCUSSES THE CURRICULUM OBJECTIVES AS A SOURCE FROM WHICH THE CONTENT OF PROFICIENCY TESTS CAN BE SELECTED, AND PRESENTS 351 CURRICULUM OBJECTIVES.
NTIS: PB-270 460/9ST NTIS PRICES PC A23/MF A01

5138 USSR WOMEN AT WORK: CHANGING PATTERNS 1975
LAPIDUS, G.W.
INDUSTRIAL RELATIONS, VOL.14, NO.2, MAY 1975, P. 178-195.
AGRICULTURE, CAREER DEVELOPMENT, CZECHOSLOVAKIA, DISCRIMINATION, EDUCATION, EEO, HUMAN RESOURCE DEVELOPMENT, HUNGARY, LABOR FORCE, LABOR LAW, POLAND, RECRUITMENT, SOVIET UNION, UNEMPLOYMENT, WOMEN
EXAMINES HOW THE DISTINCTIVE CHARACTER OF SOVIET ECONOMIC DEVELOPMENT HAS LED TO PATTERNS OF FEMALE LABOR FORCE PARTICIPATION DIFFERENT FROM THOSE OF WESTERN SOCIETIES.
WGMT: ID975-0178

5139 UTAH MANPOWER DEVELOPMENT AND TRAINING ACT SKILLS CENTER EVALUATION. JAN 72
HYATT, NORMAN F.;GLORIOD, JOHN A.
UTAH STATE BOARD OF EDUCATION, SALT LAKE CITY.
NOTES: 67P.
DISADVANTAGED YOUTH, EDUCATIONAL OBJECTIVES, FEDERAL PROGRAMS, GOAL ORIENTATION, INDIVIDUALIZED PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PERFORMANCE CRITERIA, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, SKILL DEVELOPMENT, TABLES (DATA), VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT, UTAH SKILLS CENTER
THIS EVALUATION OF 9 MONTHS OF THE FIRST YEAR OF THE FEDERALLY FUNDED UTAH MANPOWER DEVELOPMENT AND TRAINING ACT SKILLS CENTER WITH 59 ENROLLEES EXAMINES THE PROGRAMS EFFECTIVENESS BY MEANS OF A LITERATURE REVIEW, PERSONNEL INTERVIEWS, PREPARATION OF TRAINING PROGRAM OBJECTIVES, AND THE UTILIZATION OF THESE OBJECTIVES AS SUCCESS CRITERIA FOR THE PROGRAM. THE DATA COLLECTED GENERALLY INDICATE THE NEED FOR THE EXISTENCE OF THE UTAH SKILLS CENTER. POSITIVE ATTITUDES OF THE STAFF HELP OVERCOME MAJOR PROBLEMS AND AID IN ACCOMPLISHING FAVORABLE RESULTS. IT IS STRONGLY RECOMMENDED THAT THE UTAH SKILLS CENTER BE PERPETUATED. MANY ASPECTS OF OPERATION NEED IMPROVEMENT, THEREFORE THIS REPORT PRESENTS A VARIETY OF GUIDELINES FOR DEVELOPING THE SKILLS CENTER ACTIVITIES. NUMEROUS APPENDED TABLES PRESENT THE RESULTS OF THIS PROGRAM EVALUATION, INCLUDING VARIOUS ATTITUDINAL ASSESSMENT FORMS AND STATISTICAL DATA. (AG)
ERIC: ED072178

5140 THE UTILIZATION AND EFFECTIVENESS OF CETA TITLE I SPECIAL GRANTS TO GOVERNORS. SUMMARY FINAL REPORT. APR 77
MDC, INC. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 92P.
ADMINISTRATIVE AGENCIES, ADMINISTRATIVE POLICY, AGENCY ROLE, FEDERAL AID, FEDERAL LEGISLATION, FEDERAL STATE RELATIONSHIP, GRANTS, MANPOWER DEVELOPMENT, ORGANIZATIONAL EFFECTIVENESS, POLICY FORMATION, PROGRAM ADMINISTRATION, RESOURCE ALLOCATIONS, STATE AGENCIES, STATE BOARDS OF EDUCATION, VOCATIONAL EDUCATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, STATE MANPOWER SERVICES COUNCILS
BASED UPON A RESEARCH PROJECT BY A PRIVATE NONPROFIT ORGANIZATION, THIS REPORT PROVIDES A GENERAL ANALYSIS OF FINDINGS FROM ONSITE STUDIES IN NINE STATES OF CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT) SPECIAL GRANTS TO GOVERNORS (RHODE ISLAND, NEW JERSEY, WEST VIRGINIA, GEORGIA, ILLINOIS, KANSAS, TEXAS, CALIFORNIA, WASHINGTON). THE REPORT BEGINS WITH A 6-PAGE SUMMARY OF THE FINDINGS, FOLLOWED BY DETAILED EXAMINATIONS OF SPECIFIC ASPECTS OF THE STUDY (1) ASSESSMENTS OF STATE MANPOWER SERVICES COUNCILS (SMSC) OPERATIONS, ACTIVITIES, AND STAFF SUPPORT, WITH EMPHASIS ON STATE PRIME SPONSOR FUNCTIONS AND SMSC RESPONSIBILITIES ENVISIONED UNDER CETA SECTION 107 AND SUPPORTED BY 1% ALLOCATIONS, (2) IDENTIFICATION OF STATE MANPOWER SERVICES AND OTHER SPECIAL PROJECTS AUTHORIZED UNDER CETA SECTION 106 AND SUPPORTED BY 4% FUNDS FOR STATE SERVICES, WITH EMPHASIS ON THE EXTENT TO WHICH THESE FUNDS HAVE BEEN USED TO FURTHER THE AIMS EXPRESSED IN CETA SECTIONS 106(B) AND 106(C), AND (3) ANALYSIS OF PLANNING PROCEDURES, PROGRAM ACTIVITIES, AND RESULTS ASSOCIATED WITH STATE SPONSOR ADMINISTRATION OF CETA 5% GRANTS FOR VOCATIONAL EDUCATION SERVICES, WITH EMPHASIS ON DECISIONMAKING PROCEDURES AND RELATIONSHIPS INVOLVING STATE SPONSORS, LOCAL SPONSORS, AND STATE VOCATIONAL EDUCATION

(CONT.)
5140 BOARDS. THE REPORT CONCLUDES WITH OBSERVATIONS AND RECOMMENDATIONS FOR IMPROVING SPECIAL GRANTS ACTIVITIES. SEVEN SUPPORTING TABLES ARE INTERSPERSED THROUGHOUT THE 35-PAGE REPORT. (BL)
ERIC: ED141575

5141 UTILIZATION OF DISADVANTAGED WORKERS IN PUBLIC PARK AND RECREATION SERVICES SEP 73
HAWKINS, DONALD E.
AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION AND RECREATION, WASHINGTON, D.C.
CONTRACT NO. DL-41-2-003-11
NOTES: FINAL REPT. 132P
RECREATIONAL FACILITIES, PARKS, EMPLOYMENT, DISADVANTAGED GROUPS, OMPER
THE PURPOSE OF THIS EXPLORATORY STUDY WAS TO COLLECT AND ANALYZE EXISTING INFORMATION AND TO FORMULATE RESEARCHABLE QUESTIONS RELATIVE TO THE UTILIZATION OF DISADVANTAGED PERSONS IN ENTRY-LEVEL AND PARAPROFESSIONAL PARK AND RECREATION JOB OPPORTUNITIES PROVIDED THROUGH WORK EXPERIENCE AND PUBLIC SERVICE CAREER PROGRAMS OF THE U.S. DEPARTMENT OF LABOR. PRIMARY ATTENTION WAS PLACED ON LOCAL PUBLIC PARK AND RECREATION SERVICES OPERATING AT CITY, SPECIAL DISTRICT, AND COUNTY LEVELS. THE NATIONWIDE SURVEY QUESTIONNAIRE REPORTS THE RESULTS OF INFORMATION ON THE NATURE AND EXTENT TO WHICH DISADVANTAGED PERSONS ARE BEING EMPLOYED BY LOCAL PARK AND RECREATION AGENCIES. THE CURRENT EMPLOYMENT MIX OF DISADVANTAGED WORKERS IN 21 OCCUPATIONAL CATEGORIES OF POSITIONS IN RECREATION AND PARKS WERE ANALYZED. SURVEY RESULTS ALSO REPORT ON THE PERCEIVED WAYS IN WHICH PARK AND RECREATION ADMINISTRATORS, LOCAL MANPOWER ADMINISTRATORS, AND DISADVANTAGED WORKERS FEEL DOL MANPOWER SUPPORT PROGRAMS MIGHT BE IMPROVED.
NTIS: PB-231 872/3 NTIS PRICES PC$4.75/MF$1.45

5142 UTILIZATION OF DISADVANTAGED WORKERS IN PUBLIC PARK AND RECREATION SERVICES. 74
HAWKINS, DONALD E.; BERHOVEN, PETER J.
AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION, WASHINGTON, D.C.; NATIONAL RECREATION AND PARK ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 139P.
DISADVANTAGED GROUPS, NONPROFESSIONAL PERSONNEL, PARKS, RECREATIONAL FACILITIES
THIS STUDY ANALYZES DATA TO FORMULATE RESEARCHABLE QUESTIONS REGARDING THE UTILIZATION OF DISADVANTAGED PERSONS IN ENTRY-LEVEL AND PARAPROFESSIONAL PARK AND RECREATION JOB OPPORTUNITIES PROVIDED THROUGH U.S. DEPARTMENT OF LABOR PROGRAMS. DATA ARE COMPRISED OF THE FOLLOWING COMPONENTS (A) ASSESSMENT OF THE STATE-OF-THE-ART, (B) FIELD INVESTIGATIONS COORDINATED IN FIVE CITIES, AND (C) A NATIONAL SURVEY. FINDINGS REVEAL PARKS AND RECREATION JOBS HOLD A HIGH POTENTIAL FOR UTILIZING THE DISADVANTAGED. PARKS AND RECREATION ADMINISTRATORS ARE FACED WITH THE SAME PROBLEMS ENCOUNTERED BY OTHER FIELDS, ALTHOUGH THE PROBLEMS ARE MORE SERIOUS DUE TO INEQUALITIES IN MANAGING AND DEVELOPING STAFF. GENERAL RECOMMENDATIONS INCLUDE THE FOLLOWING (A) EVALUATE AND IMPROVE EXISTING RECREATION SERVICES, (B) MEET QUANTITATIVE MANPOWER NEEDS, (C) DEVELOP EXTENSIVE TRAINING PROGRAMS FOR PERSONS SEEKING EMPLOYMENT AT ENTRY AND PARAPROFESSIONAL LEVELS, AND (D) UNDERTAKE AN INTENSIVE RECRUITMENT CAMPAIGN TO ATTRACT DISADVANTAGED HIGH SCHOOL AND BEGINNING COLLEGE STUDENTS. SPECIFIC RECOMMENDATIONS ARE OFFERED FOR LOCAL PARK AND RECREATION AGENCIES, MANPOWER ADMINISTRATORS, AND THE DEPARTMENT OF LABOR. RESEARCHABLE QUESTIONS THAT ARE IDENTIFIED INCLUDE THOSE CONCERNING RECONCEPTUALIZING THE TERM DISADVANTAGED, UTILIZING HANDICAPPED WORKERS, AND DISSEMINATING MANPOWER RESEARCH AND EXPERIMENTATION DATA. (FIVE APPENDIXES ARE INCLUDED.) (PD)
ERIC: ED092549 AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION, 1201 SIXTEENTH STREET, N.W., WASHINGTON, D.C. 20036 (NO PRICE QUOTED)

5143 THE UTILIZATION OF INDIGENOUS NONPROFESSIONALS IN HUMAN SERVICE ORGANIZATIONS AND THE FACTORS AFFECTING IT. AN EXPLORATORY STUDY. 72
KATAN, JOSEPH
MICHIGAN UNIV., ANN ARBOR. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 294P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
HUMAN SERVICES, MANPOWER UTILIZATION, NONPROFESSIONAL PERSONNEL, ORGANIZATION, ORGANIZATIONS (GROUPS), PROFESSIONAL PERSONNEL, ROLE MODELS, SOCIAL AGENCIES, SOCIAL STRUCTURE, TASK ANALYSIS
THIS STUDY DEVELOPS A CONCEPTUAL FRAMEWORK TO GUIDE EMPIRICAL RESEARCH ON THE UTILIZATION OF INDIGENOUS NONPROFESSIONALS IN HUMAN SERVICE ORGANIZATIONS. THE STUDY IS DIVIDED INTO SIX PARTS (1) IDENTIFIES THE DIFFERENT ROLES OF NONPROFESSIONALS IN ORGANIZATIONS AND SPECIFIED FACTORS WHICH HELP DEFINE THESE ROLES; (2) ANALYZES FOUR STUDIES IN LIGHT OF THEIR BEARING ON THESE CONCEPTUAL PROBLEMS; (3) EXAMINES FIVE AREAS OF SOCIOLOGICAL INQUIRY--ORGANIZATION AND ENVIRONMENT; PROFESSIONALS; COHESIVENESS AND DIFFERENTIATION AMONG PROFESSIONALS; ORGANIZATIONAL STRUCTURE AND INNOVATIVENESS; AND ATTITUDES OF THE POOR TOWARD WORK; (4) PRESENTS AND EXPLAINS THE CONCEPTUAL FRAMEWORK; (5) DESCRIBES A SYSTEMATIC FIELD INVESTIGATION OF UTILIZATION OF NONPROFESSIONALS IN SEVEN ORGANIZATIONS; AND (6) UTILIZES THE FINDINGS TO EVALUATE AND REVISE THE CONCEPTUAL FRAMEWORK. (NTIS)
ERIC: ED081961 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-207 711 MF $1.45, HC $3.00)

5144 V-BELT WRAPPER (RUBBER GOODS) 690.885-438--TECHNICAL REPORT ON DEVELOPMENT OF USTES
APTITUDE TEST BATTERY. DEC 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, V BELT WRAPPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069646

5145 VACATE A MODEL FOR PERSONNEL INVENTORY PLANNING UNDER CHANGING MANAGEMENT POLICY APR 77
STOLOFF, PETER H.;BALUT, STEPHEN J.
CENTER FOR NAVAL ANALYSES ARLINGTON VA
NOTES: 19P
MANPOWER, ENLISTED PERSONNEL, EXPERIENCED PERSONNEL, NTISDODXA
THE VACATE (VARIABLE CONTINUATION RATE) MODEL PROJECTS THE ENLISTED PERSONNEL INVENTORY EXPECTED TO RESULT FROM SELECTED MANAGEMENT POLICIES. IT ACCOUNTS FOR THE EFFECTS OF POLICY CHANGES ESTIMATED FROM PREVIOUSLY DEVELOPED RELATIONSHIPS, ON ATTRITION AND PERSONNEL ALLOCATIONS. THE MODEL PROJECTS PERSONNEL INVENTORIES EXPECTED TO RESULT FROM MANAGEMENT POLICY AIMED AT CONTROLLING THE SIZE AND EXPERIENCE MIX OF THE INVENTORY. THE EFFECTS OF POLICY CHANGES ARE MODELED AS CHANGES IN FLOW PROBABILITIES INTO AND THROUGH AN INVENTORY PARTITIONED ALONG DIMENSIONS OF EXPERIENCE LEVEL (LENGTH OF SERVICE) AND TIME UNTIL END OF OBLIGATED SERVICE. AN EXAMPLE IS PRESENTED WHICH ILLUSTRATES SEVERAL INNOVATIVE FEATURES OF THE MODEL WHICH LEAD TO AN IMPROVED PLANNING CAPABILITY.
NTIS: AD-A039 149/2ST NTIS PRICES PC A02/MF A01

5146 VALIDATION OF ASSESSMENT MEASURES FOR USE WITH DISADVANTAGED ENROLLEES IN WORK-TRAINING PROGRAMS. FINAL REPORT. MAY 76
FREEBERG, NORMAN E.;SHIMBERG, BENJAMIN
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1648
NOTES: 61P.
ATTITUDE TESTS, COGNITIVE TESTS, DISADVANTAGED GROUPS, ECONOMIC DISADVANTAGEMENT, EDUCATIONAL DISADVANTAGEMENT, FACTOR ANALYSIS, JOB SKILLS, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, PREDICTIVE VALIDITY, STATISTICAL ANALYSIS, TESTS, TEST VALIDITY, VOCATIONAL MATURITY, WORK EXPERIENCE PROGRAMS, YOUNG ADULTS
A BATTERY OF TESTS DEALING WITH ATTITUDINAL, REASONING AND JOB-ORIENTATION SKILLS WERE PREDICTIVELY VALIDATED AGAINST TRAINEE PERFORMANCE CRITERION INFORMATION OBTAINED AT COMPLETION OF THE OPPORTUNITIES INDUSTRIALIZATION CENTER (OIC) MANPOWER TRAINING PROGRAM AND AT APPROXIMATELY SIX TO EIGHT MONTHS FOLLOWING TRAINING. VALIDITY COEFFICIENTS BASED ON PROGRAM-COMPLETION CRITERION DIMENSIONS OF TRAINING PROGRAM ADJUSTMENT, MONETARY EXPECTATIONS, EFFECTIVE JOB PLANNING, PERSONAL SOCIAL ADJUSTMENT AND VOCATIONAL CONFIDENCE WERE FOUND TO BE MOST SIGNIFICANT FOR TESTS OF JOB SEEKING SKILLS, JOB HOLDING SKILLS, JOB KNOWLEDGE; WITH SOMEWHAT LOWER VALIDITIES FOR PRACTICAL REASONING MEASURES AND THE LEAST (BUT STILL SIGNIFICANT) VALIDITY LEVELS FOR ATTITUDINAL MEASURES OF SELF-ESTEEM AND DEFERRED GRATIFICATION. PREDICTIVE TEST VALIDITIES USING POST-PROGRAM CRITERIA THAT DEAL WITH SOCIAL AND VOCATIONAL ADJUSTMENTS WERE MINIMAL, LARGELY BECAUSE OF DIFFICULTIES IN COLLECTING A SUFFICIENT AMOUNT AND QUALITY OF POST-PROGRAM CRITERION DATA. THE RELATIVELY FEW SIGNIFICANT VALIDITY COEFFICIENTS FOUND WERE FOR TESTS OF JOB SEEKING SKILLS, ATTITUDE TOWARD AUTHORITY AND PRACTICAL REASONING. A NUMBER OF THE MEASURES APPEAR TO POSSESS PREDICTIVE VALUE AS GUIDANCE TOOLS FOR USE IN MANPOWER TRAINING PROGRAMS. (AUTHOR)
ERIC: ED133375

5147 THE VALIDITY OF THE CJVS SCALE OF EMPLOYABILITY FOR OLDER CLIENTS IN A VOCATIONAL ADJUSTMENT WORKSHOP 69 W
SOLOFF, ASHER;BOLTON, BRIAN F.
EDUC PSYCHOL MEAS:29:4:993-8
EMPLOYMENT POTENTIAL, OLDER ADULTS, PHYSICALLY HANDICAPPED, REHABILITATION PROGRAMS, SHELTERED WORKSHOPS, TEST VALIDITY, VOCATIONAL ADJUSTMENT, CHICAGO JEWISH VOCATIONAL SERVICE, CJVS
ERIC: EJ014105

5148 VALUE ORIENTATIONS AMONG MEXICAN AMERICANS IN A SOUTHWESTERN CITY APR 74
CHANDLER, CHARLES R.
SOCIOLOGY AND SOCIAL RESEARCH:58:3:262-71
ACTIVITIES, MEXICAN AMERICANS, OCCUPATIONAL CHOICE, VALUES, FAMILY LIFE, FEMALES, MALES, RELATIONSHIP, URBAN STUDIES, SOUTHWEST
VALUE ORIENTATION QUESTIONS RELATED TO ACTIVITY, INTEGRATION WITH KIN, TRUST, AND OCCUPATIONAL PRIMACY WERE ASKED OF A RANDOM SAMPLE OF 300 MEXICAN AMERICAN MEN AND WOMEN IN A SOUTHWESTERN URBAN SETTING. RESULTS ARE DISCUSSED IN RELATION TO OTHER STUDIES AND IN LIGHT OF MODERNISM THEORY. (KM)
ERIC: EJ101395

5149 VARIABLE WORK HOURS-THE MONEY EXPERIENCE 1974
FIELDS, C.J.
PERSONNEL JOURNAL, VOL.53, NO.9, SEPT 1974, P. 675-678.
FLEXIBLE SCHEDULE, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, PRODUCTIVITY, WORKING CONDITIONS
THIS DESCRIBES AN EXPERIMENT WITH MUTUAL OF NEW YORKS GROUP INSURANCE TRANSACTION/BILLING AREA REGARDING VARIABLE WORK HOURS. BY CHANGING WORKING CONDITIONS, PRODUCTIVITY AND MORALE WERE INCREASED AND ERRORS DECREASED.
MGMT: PEJ74I0675

5150 VARIABLES INFLUENCING BEHAVIOR IN INDIGENOUS NON-WESTERN CULTURES. FINAL PROGRESS REPORT. 30 JUN 68
JONES, J. A.
ARIZONA STATE UNIV., TEMPE. DEPT. OF ANTHROPOLOGY. OFFICE OF THE SURGEON GENERAL (ARMY), WASHINGTON, D.C.
NOTES: 219P.
ADULT EDUCATION PROGRAMS, AMERICAN INDIANS, ANTHROPOLOGY, BEHAVIOR, COMMUNITY DEVELOPMENT, COMMUNITY RECREATION PROGRAMS, CONSTRUCTION PROGRAMS, CULTURAL FACTORS, CULTURAL PLURALISM, EXPERIMENTAL PSYCHOLOGY, MEXICAN AMERICANS, MOTIVATION TECHNIQUES, OPERANT CONDITIONING, RELIGIOUS FACTORS, YAQUIS
A 5-YEAR STUDY WAS CONDUCTED TO DETERMINE CULTURAL BEHAVIOR FACTORS AFFECTING COMMUNITY DEVELOPMENT. THE SITE WAS A 40-ACRE TRACT WITHIN THE COMMUNITY OF GUADALUPE, ARIZONA, AND THE PRINCIPAL SUBJECTS WERE 79 YAQUI INDIAN FAMILIES. THIRTY-THREE OTHER INDIAN FAMILIES (NON-YAQUI) AND 13 MEXICAN-AMERICAN FAMILIES ALSO RESIDED IN THE TRACT, PRODUCING OBSERVABLE CULTURAL INTERACTIONS. EXPERIMENTATION WAS INITIATED THROUGH THE YAQUI RELIGIOUS HIERARCHY, THIS BEING THEIR ONLY FUNCTIONAL LEADERSHIP STRUCTURE. PRINCIPLES OF OPERANT PSYCHOLOGY AND APPLIED AND CULTURAL ANTHROPOLOGY WERE UTILIZED. AREAS OF DEVELOPMENT SELECTED BY THE RESIDENTS WERE RECREATION, ADULT EDUCATION, AND HOUSE CONSTRUCTION. THE YAQUI SHOWED INCREASED INTEREST IN COMMUNITY DEVELOPMENT, AND 2 OF THE MEN EXHIBITED SIGNIFICANT LEADERSHIP ABILITY. MAJOR FACTORS AFFECTING THE WORK WERE A LACK OF LEADERSHIP STRUCTURE OUTSIDE OF THEIR RELIGION, CULTURAL DIFFERENCES BETWEEN PARTICIPANTS, A RELUCTANCE TO ACCEPT OUTSIDE ASSISTANCE, AND A LACK OF MOTIVATION. NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT. (BC)
ERIC: ED035477

5151 VARIABLES RELATED TO MDTA TRAINEE EMPLOYMENT SUCCESS IN MINNESOTA. FEB 68
PUCEL, DAVID J.
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION.
NOTES: 37P.
ADULT DROPOUTS, CLERICAL OCCUPATIONS, JOB TRAINING, PARTICIPANT CHARACTERISTICS, PREDICTIVE VALIDITY, PROGRAM EVALUATION, RESEARCH, SALES OCCUPATIONS, SKILLED OCCUPATIONS, STATISTICAL DATA, STUDENT ADJUSTMENT, SUBPROFESSIONALS, TECHNICAL OCCUPATIONS, VOCATIONAL APTITUDE, VOCATIONAL COUNSELING, WORK ATTITUDES, MANPOWER DEVELOPMENT AND TRAINING ACT, MINNESOTA
TO PREDICT A PERSONS USE OF HIS MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) TRAINING, THIS STUDY ATTEMPTED TO SUPPLEMENT EXISTING METHODS OF EVALUATION, USING PERSONAL DESCRIPTIVE DATA ABOUT TRAINEES AND GENERAL APTITUDE TEST BATTERY SCORES. THE SAMPLE UNDER STUDY INCLUDED ALL STUDENTS ENROLLED IN TEN MDTA PROJECTS, REPRESENTING A GEOGRAPHICAL CROSS SECTION OF MINNESOTA, TRAINING TO BE TECHNICIANS, SALES AND CLERICAL WORKERS, AND SKILLED WORKERS. DATA REVEALED MANY SIGNIFICANT IMPLICATIONS STUDENT CONFIDENCE AND SKILLS INCREASED AFTER TRAINING; A RELATIVELY LARGE NUMBER DROPPED OUT OF THE TECHNICIAN AND SKILLED PROGRAMS; AND A LARGE NUMBER REMAINED UNEMPLOYED AFTER THE SALES AND CLERICAL TRAINING. EMPLOYMENT COUNSELORS NEED TO BE AWARE OF PERSONAL CHARACTERISTICS WHICH LEAD TO SUCCESS, AND TRAINING SHOULD CONCENTRATE ON WORK RELATED ATTITUDES. ATTITUDES AND SKILL TOGETHER ARE THE BEST PREDICTOR OF SUCCESS, BUT MORE RESEARCH SHOULD BE DONE TO VALIDATE THESE RESULTS WITH A LARGER STUDY AND TO IDENTIFY WAYS OF IMPROVING ATTITUDES DURING TRAINING. (A FEW REFERENCES, THE TEACHER EVALUATION OF STUDENTS, AND TABLES OF STUDENTS PERSONAL DATA ARE GIVEN.) (JF)
ERIC: ED027449

5152 VARIABLES RELATED TO THE EDUCATIONAL-VOCATIONAL DECISION-MAKING OF HIGH SCHOOL SENIORS. 67
TATUM, JULIAN P., JR.
NOTES: 267P.; ED.D. DISSERTATION, COLORADO STATE COLLEGE
CAREER CHOICE, COLLEGE BOUND STUDENTS, DECISION MAKING, DOCTORAL THESES, DROPOUTS, ENTRY WORKERS, FAMILY BACKGROUND, HIGH SCHOOL STUDENTS, INTERVIEWS, OCCUPATIONAL GUIDANCE, PREDICTOR VARIABLES, QUESTIONNAIRES, SENIORS, SOCIAL BACKGROUND, VOCATIONAL COUNSELING,

(CONT.)

5152 COLORADO

THE PURPOSES OF THIS STUDY WERE THREEFOLD (1) TO DISCOVER WHAT EDUCATIONAL AND VOCATIONAL DECISIONS SELECTED SENIORS AND SENIOR DROPOUTS HAD MADE, (2) TO INVESTIGATE SOME SELECTED VARIABLES IMPORTANT TO THE DECISIONS OF THE STUDENTS, AND (3) TO DISCOVER SOME IMPORTANT IMPLICATIONS FROM THIS RESEARCH TO ASSIST COUNSELORS, TEACHERS, CURRICULUM SPECIALISTS, AND ADMINISTRATORS IN THEIR EFFORTS TO HELP STUDENTS. MAJOR FINDINGS AND IMPLICATIONS WERE BASED UPON DATA COLLECTED BY A GENERAL QUESTIONNAIRE SURVEY, COUNSELORS INTERVIEWS OF THE STUDENTS, REVIEW OF THE DROPOUT DATA FORM, AND AN INSTRUMENT ON HOW SENIORS AND SENIOR DROPOUTS MAKE DECISIONS. AMONG THESE FINDINGS WERE (1) APPROXIMATELY 69 PERCENT OF THE SENIORS PLANNED TO CONTINUE THEIR EDUCATION, WHILE 70 PERCENT OF THE DROPOUTS HAD PLANS FOR JOBS, MARRIAGE, AND ENTERING MILITARY SERVICE, (2) SENIORS TOP RANKING REASONS FOR THE SELECTION OF HIGH SCHOOL CURRICULUMS WERE INTEREST, COLLEGE REQUIREMENTS, EDUCATIONAL PLANS, AND ABILITY, AND (3) SEX, HEALTH, FINANCES, FATHERS EDUCATION, AND STUDENTS ABILITY HAD SOME EFFECT ON SENIORS AND SENIORS DROPOUT DECISIONS. (AUTHOR/JS)

ERIC: ED055222 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69--63, MF $4.00; XEROGRAPHY $10.00)

5153 VARIANCE IN SELF-REPORT MEASURES OF DISADVANTAGED YOUNG ADULTS AS A FUNCTION OF RACE AND STATED PURPOSE OF TESTING. 69

COTNAM, JOHN DALE

ROCHESTER UNIV., N.Y.

NOTES: 158P.; PH.D. THESIS

ACADEMIC ACHIEVEMENT, BIAS, COMPETITIVE SELECTION, DISADVANTAGED YOUTH, DOCTORAL THESES, EXAMINERS, INVESTIGATIONS, RACIAL DIFFERENCES, RACIAL INTEGRATION, SELF CONCEPT, SELF EVALUATION, SOCIAL REINFORCEMENT, TESTING, WORK ATTITUDES, YOUNG ADULTS

THE STUDY INVESTIGATED THE DIFFERENTIAL EFFECTS OF SUBJECTS RACE, EXAMINERS RACE, AND STATED PURPOSE OF TESTING UPON SELF-REPORT MEASURES OF DISADVANTAGED YOUNG ADULTS. A SAMPLE OF STUDENTS ENROLLED IN A MANPOWER DEVELOPMENT AND TRAINING CENTER PARTICIPATED. A BLACK, AND A WHITE, EXAMINER ADMINISTERED SELF-REPORT INSTRUMENTS TO 40 BLACK AND 40 WHITE SUBJECTS, RANDOMLY ASSIGNED TO FOUR RACIALLY INTEGRATED TESTING GROUPS. THE SELF-REPORT MEASURES ENCOMPASSED SELF CONCEPT, WORK VALUES, AND PURPORTED EDUCATIONAL ATTAINMENT. SEVERAL SELF CONCEPT SCALES, A WORK VALUES INVENTORY AND A PERSONAL DATA SHEET WERE ADMINISTERED TO THE SUBJECTS. THE EXAMINERS READ A HELPING STATEMENT OF PURPOSE EMPHASIZING THE USE OF THE RESULTS FOR THE SUBJECTS SELF UNDERSTANDING IN TWO OF THE GROUPS. A COMPETITIVE STATEMENT OF PURPOSE IMPLYING THE USE OF THE RESULTS FOR JOB PLACEMENT WAS READ TO THE OTHER TWO. IT WAS HYPOTHESIZED THAT EXAMINERS OF UNLIKE RACE WOULD REPRESENT A THREAT TO THE SUBJECTS, AND THAT COMPETITIVE STATEMENTS WOULD PROMPT GREATER SELF FAVORING BIAS. BASED ON THE RESULTS IT WAS CONCLUDED THAT SELF FAVORING BIAS OCCURRED FOR BOTH BLACK AND WHITE STUDENTS. BLACK AND WHITE EXAMINERS REPRESENTED DIFFERENT DEMAND CHARACTERISTICS TO SUBJECTS OF BOTH RACES, BUT THERE WAS NO EVIDENCE THAT EXAMINERS OF UNLIKE RACE WERE A THREAT TO THE SUBJECTS OF EITHER RACE. (AUTHOR/PT)

ERIC: ED042093 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 70-2928, MF $3.00, XEROGRAPHY $7.40)

5154 VARIOUS OCCUPATIONS IN THE IRON AND STEEL INDUSTRY. TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERIES. MAR 66

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 37P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL INDUSTRY, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, STEEL INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED072356

5155 VENDING-MACHINE REPAIRMAN (BUS. SER.; COIN MACH.) 639.381--TECHNICAL REPORT ON DEVELOPMENT ON USES APTITUDE TEST BATTERY. DEC 67

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 16P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)
5155 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067415

5156 VENETIAN BLIND ASSEMBLER 6-39.551--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NONPROFESSIONAL PERSONNEL, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, VENETIAN BLIND ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED072069

5157 THE VERMONT SURVEY OF EMPLOYER RECEPTIVITY TO WAGE SUBSIDY PROGRAMS IN THE PRIVATE SECTOR. DEC 74
CASHMAN, JOHN R.; MATTSON, ROBERT E.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 126P.; FOR RELATED DOCUMENTS, SEE ED 094 252-265 AND CE 004 235
EMPLOYEES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYERS, EMPLOYMENT, EMPLOYMENT PROGRAMS, GUARANTEED INCOME, INDUSTRIAL RELATIONS, INTERVIEWS, LABOR MARKET, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, STATE SURVEYS, SURVEYS, TABLES (DATA), WAGES, VERMONT, WAGE SUBSIDIES
THE VERMONT STUDY DETAILS EMPLOYER RESPONSES TO A TWO-PHASE SURVEY DESIGNED TO GAUGE EMPLOYER RECEPTIVITY TO THE USE OF WAGE SUBSIDIES IN THE PRIVATE SECTOR. THE MAIL SURVEY OBTAINED FROM A SAMPLE OF 1,034 EMPLOYERS (OF WHOM 711 RESPONDED) ELICITED RESPONSES TO A LIMITED NUMBER OF QUESTIONS, WHILE THE FACE-TO-FACE SURVEY ASKED A MUCH GREATER NUMBER OF MORE IN-DEPTH QUESTIONS OF A SAMPLE OF 269 EMPLOYERS (OF WHOSE RESPONSES 249 WERE USEABLE). THE STUDY DETAILS CONDITIONS UNDER WHICH EMPLOYERS WOULD BE WILLING TO PARTICIPATE IN A WAGE SUBSIDY PROGRAM (WORKER CHARACTERISTICS, JOB CHARACTERISTICS, SUBSIDY CHARACTERISTICS, POST-SUBSIDY COMMITMENTS, ADMINISTRATIVE CONSIDERATIONS, TRAINING CONCERNS, AND SUPPORTIVE SERVICE CONCERNS), CHARACTERISTICS OF FIRMS WILLING TO PARTICIPATE (TYPES, SIZES, AND OCCUPATIONAL MAKEUP), AND JUDGMENTAL ASPECTS OF WAGE SUBSIDY PROGRAMS (BIDDING PROCESS EFFECTIVENESS, INTERNAL LABOR MARKET CONSIDERATIONS, COMPETITIVE ADVANTAGE, AND NET INCREASE IN JOBS). SURVEY DATA ARE DISPLAYED IN 36 TABLES AND THE SURVEY INSTRUMENTS ARE APPENDED. (AUTHOR/JR)
ERIC: ED109400 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.30)

5158 VETERANS REEMPLOYMENT RIGHTS HANDBOOK. 70
BEEVER, JOSEPH R.
LABOR-MANAGEMENT SERVICES ADMINISTRATION (DOL), WASHINGTON, D. C.
NOTES: 184P.
EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, GUIDES, LEAVE OF ABSENCE, MANUALS, PERSONNEL POLICY, VETERANS, REEMPLOYMENT RIGHTS
THIS HANDBOOK IS DESIGNED TO ASSIST THOSE WHO ARE CONCERNED WITH VETERANS REEMPLOYMENT RIGHTS, INCLUDING VETERANS, THEIR COUNSELORS, AND FORMER EMPLOYERS, AS WELL AS UNION AND GOVERNMENT OFFICIALS. AFTER PRESENTING A BRIEF HISTORICAL BACKGROUND, THE HANDBOOK DESCRIBES THE EXISTING RIGHTS AND THE PERSONS ELIGIBLE FOR THEM, ENFORCEMENT PROCEDURES, AND DAMAGES WHICH CAN BE ASSESSED. THE RELEVANT SECTION OF THE SELECTIVE SERVICE ACT IS APPENDED. (BH)
ERIC: ED058452 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L25.6/2 V64/970, $1.00)

5149 VETERINARIAN 0-34.10 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, VETERINARY MEDICINE, GATB, GENERAL APTITUDE TEST BATTERY, VETERINARIAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060797

5150 VIABLE FARMER-WORKER RELATIONSHIPS A STUDY OF SELECTED CASES IN NEW YORK STATE IN 1966. BULLETIN 1019. OCT 67
ADAMS, LEONARD P.;AND OTHERS
NOTES: 75P.
AGRICULTURAL LABORERS, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PROBLEMS, FARMERS, FARM LABOR, HUMAN RELATIONS, INTERVIEWS, JOB SATISFACTION, MIGRANT WORKERS, SEASONAL LABORERS, WORK ENVIRONMENT, NEW YORK
IN AN EFFORT TO UNDERSTAND THE NATIONWIDE PROBLEM OF RECRUITMENT, TRAINING, AND RETENTION OF FARM WORKERS, 29 REPRESENTATIVE NEW YORK FARM OPERATORS WITH A REPUTATION FOR SUCCESS IN DEALING WITH HIRED WORKERS WERE INTERVIEWED IN THE SUMMER OF 1966. INFORMATION OBTAINED INCLUDED PERSONAL AND EDUCATIONAL CHARACTERISTICS, ATTITUDES AND ASPIRATIONS, CHARACTERISTICS OF THE FARM, LABOR ON THE FARM, EMPLOYER-EMPLOYEE RELATIONSHIPS, SUPERVISION, AND OPINIONS WITH ILLUSTRATIVE EXAMPLES. SOME GENERAL POSITIVE POLICIES AND PRACTICES RESULTING IN GOOD RELATIONSHIPS WERE (1) CONSCIOUS EFFORT WAS INITIATED BY THE EMPLOYER TO PRODUCE MUTUALLY SATISFACTORY RELATIONSHIPS, (2) RELATIONSHIPS RESULTED FROM A COMBINATION OF POLICIES AND PRACTICES PLUS A GENUINE LIKING FOR FARM WORK, (3) FAIR TREATMENT WAS CONSIDERED IMPORTANT BY EMPLOYEES, (4) SUPERVISION OF SEASONAL LABOR BY OWNER-OPERATORS OR BY REGULAR EMPLOYEES RATHER THAN BY CREW LEADERS WHO RECRUITED AND TRANSPORTED THE WORKERS RESULTED IN BETTER RELATIONSHIPS, AND (5) PROVIDING YEAR ROUND EMPLOYMENT AND FRINGE BENEFITS RESULTED IN BETTER QUALITY WORKERS. MAJOR DIFFICULTIES WERE USE OF DISRESPECTFUL LANGUAGE AND FAILURE TO GIVE SUFFICIENTLY EXPLICIT INSTRUCTIONS TO EMPLOYEES. INCLUDED ARE CASE STUDY SUMMARIES AND A CHECK LIST ON WORKER-EMPLOYER RELATIONS. (DM)
AIM/ARM: VT003310

5151 VIDEOTAPE MODELING OF INTEREST IN NONTRADITIONAL OCCUPATIONS FOR WOMEN AUG 74
LITTLE, DOLORES M.;ROACH, ARTHUR J.
JOURNAL OF VOCATIONAL BEHAVIOR:5:1:133-137
FEMALES, OCCUPATIONAL ASPIRATION, CAREER CHOICE, VIDEO TAPE RECORDINGS, ROLE MODELS, COLLEGE STUDENTS, VOCATIONAL COUNSELING
SELECTED CRITERIA FROM HOLLANDS VOCATIONAL PREFERENCE INVENTORY AND A SIMULATED CAREER CHOICE INDICATED A SIGNIFICANT INCREASE IN INTEREST IN NONTRADITIONAL OCCUPATIONS BY SUBJECTS VIEWING A MODELING SERIES WITH REINFORCEMENT BY A MALE COUNSELOR. (AUTHOR)
ERIC: EJ103821

5152 THE VIETNAM VETS BATTLE--UNEMPLOYMENT DEC 73
WERNER, WAYNE E.;RADCLIFF, JO ANN
JOURNAL OF EMPLOYMENT COUNSELING:10:4:187-191
UNEMPLOYMENT, VETERANS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, ECONOMIC FACTORS, VETERANS EDUCATION, NEGRO EMPLOYMENT, EMPLOYMENT PATTERNS
THE PURPOSE OF THIS ARTICLE WAS TO SURVEY THE EMPLOYMENT SITUATION OF RETURNING VIETNAM VETERANS. THE PICTURE APPEARS TO BE ONE OF FRUSTRATION. THERE ARE A NUMBER OF PROGRAMS AVAILABLE BUT A COMMUNICATIONS GAP SEEMS TO EXIST BETWEEN THE PROGRAMS AND THE VETERANS. (AUTHOR)
ERIC: EJ090949

5153 A VIEW FROM THE TOP 1974
KOLBERG, W.H.
ADHERENT, VOL.1, NO.1, OCTOBER 1974, P. 17-24.
ADMINISTRATION, EEO, EMPLOYMENT POLICY, EVALUATION, GOALS AND OBJECTIVES, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, PLANNING, TRAINING AND DEVELOPMENT
EDITED VERSION OF A SPEECH GIVEN BY THE ASSISTANT SECRETARY OF LABOR FOR MANPOWER ON CURRENT EFFORTS TO IMPLEMENT THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT.
MGMT: ADH74J0017

5164 VIRGINIA LABOR MOBILITY PILOT PROJECT. FINAL REPORT. 3 JAN 66
NOTES: 46P.
DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, MANPOWER UTILIZATION, PILOT PROJECTS, PROGRAM EVALUATION, RELOCATION, UNEMPLOYED, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, VIRGINIA
THE APPALACHIAN REGION OF SOUTHWEST VIRGINIA WAS SELECTED AS A SURPLUS LABOR AREA IN A PILOT PROJECT TO SHOW THE EFFECTIVENESS OF USING FINANCIAL ASSISTANCE TO INCREASE MOBILITY AND REDUCE UNEMPLOYMENT. MOST OF THE WORKERS WERE RELOCATED IN ALEXANDRIA, NEWPORT NEWS, RICHMOND, AND PETERSBURG. OF THE 920 UNEMPLOYED WORKERS INTERVIEWED, 200 WERE RELOCATED AN AVERAGE DISTANCE OF 300 MILES WITH AN AVERAGE RELOCATION ALLOWANCE OF $194. SOME FINDINGS WERE (1) THE RELOCATION EFFORT WAS AIDED BY FINANCIAL ASSISTANCE, (2) THE TENDENCY TO RELOCATE WAS GREATER AMONG YOUNG PEOPLE, (3) THE TENDENCY TO RETURN AFTER RELOCATION WAS HIGHEST AMONG THE VERY YOUNG AND THE OLD, (4) EMPLOYERS WERE WILLING TO COOPERATE, AND (5) MANY FACTORS OTHER THAN FINANCIAL ASSISTANCE INFLUENCED THE PROGRAMS SUCCESS. SOME PROBLEMS WERE (1) APPROXIMATELY 93 PERCENT OF THOSE INTERVIEWED HAD FINANCIAL RESERVES OF LESS THAN $100 WHICH WAS NOT ENOUGH TO TIDE THEM OVER UNTIL THEIR FIRST WAGES WERE RECEIVED, (2) RECRUITING FOR JOB CORPS AND MANPOWER DEVELOPMENT AND TRAINING ACT CLASSES WAS COMPETITIVE WITH THE RELOCATION PROGRAM, AND (3) THE TIME WAS INSUFFICIENT TO TRAIN THE INTERVIEWERS ADEQUATELY. SOME SUGGESTIONS OF THE RELOCATEES WERE (1) PROVIDE MORE DETAILED AND SPECIFIC JOB INFORMATION, (2) PROVIDE MORE HELP IN LOCATING HOUSING AND GETTING ORIENTED, (3) PAY ASSISTANCE MONEY WITH LESS DELAY, AND (4) PROVIDE RELOCATEES AN OPPORTUNITY TO TALK TO EMPLOYERS BEFORE TAKING JOBS. (CM)
AIM/ARM: VT002426

5165 VITAL CAREER INFORMATION CENTER HANDBOOK. 74
SIBLEY, ASHLEY J.;AND OTHERS
LOUISIANA STATE DEPT. OF EDUCATION, BATON ROUGE. BUREAU OF STUDENT SERVICES.; VITAL CAREER INFORMATION CENTER, BATON ROUGE, LA.
NOTES: 270P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY OF ORIGINAL DOCUMENT
ADOLESCENTS, CAREER CHOICE, GUIDES, INFORMATION DISSEMINATION, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, STATE PROGRAMS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, LOUISIANA, VITAL CAREER INFORMATION CENTER
THIS HANDBOOK WAS PREPARED TO ASSIST THOSE COORDINATING THE VITAL PROGRAM IN PARTICIPATING SCHOOLS AND AGENCIES. IT IS DESIGNED PRIMARILY FOR USE BY COUNSELORS OR OTHER COORDINATORS AS AN INSTRUMENT FOR PRESENTING VITAL OCCUPATIONAL INFORMATION TO STUDENTS WHO ARE INTERESTED IN GAINFUL EMPLOYMENT AFTER LEAVING SCHOOL. THE INFORMATION PROVIDED IN THE HANDBOOK BRINGS TOGETHER THE DATA AND MATERIALS DEVELOPED BY THE VITAL CAREER INFORMATION CENTER IN CONJUNCTION WITH THOSE OF SIMILAR CENTERS IN SOME 33 OTHER STATES. THE HANDBOOK PROVIDES A SOURCE OF AIDS FOR IMPLEMENTING THE CAREER INFORMATION ASPECTS OF THE CAREER GUIDANCE PROGRAM. EXTENSIVE APPENDIXES INCLUDE REPORTING FORM, GLOSSARIES, SURVEY AND EVALUATION FORMS, LOG SHEETS, TABLES AND BIBLIOGRAPHIES FOR EACH SECTION. (AUTHOR/PC)
ERIC: ED108054

5166 WOMENS ROLE IN SELLING SOLAR POWER SEP 76
LARSON, MILTON E.;VALENTINE, IVAN E.
SCHOOL SHOP:36:1:52-53
CURRICULUM DEVELOPMENT, SOLAR RADIATION, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, EDUCATIONAL NEEDS, ENGINEERING TECHNOLOGY, INDUSTRIAL TECHNOLOGY, DEVELOPMENTAL PROGRAMS, EDUCATIONAL PLANNING
SPEAKS TO THE ROLE OF VOCATIONAL EDUCATION IN PROVIDING MASSIVE TRAINING PROGRAMS TO PREPARE TECHNICIANS AND OTHER SERVICE PERSONNEL TO PERFORM INSTALLATION AND SERVICE FUNCTIONS NECESSARY TO SUPPORT ARCHITECTS AND ENGINEERS DESIGNING AND DEVELOPING SOLAR ENERGY SYSTEMS. (HD)
ERIC: EJ147597

5167 THE VOCATIONAL ASPIRATIONS OF THE DISADVANTAGED AMERICAN GIRL 70 MAR
HARKNESS, CHARLES A.
J EMPLOYMENT COUNSELING:7:1:19-25
ASPIRATION, COUNSELING, DISADVANTAGED YOUTH, FEMALES, OCCUPATIONAL CHOICE, SOCIOECONOMIC STATUS, VOCATIONAL COUNSELING, VOCATIONAL TRAINING CENTERS
CONCERNED WITH ASPIRATION AND LEVEL OF ASPIRATION OF 415 GIRLS FROM JOB CORPS CENTER. BOTH EDUCATIONAL AND ETHNIC CONSIDERATIONS ARE TO BE GIVEN IN COUNSELING DISADVANTAGED YOUTH. EXPRESSES PAUCITY OF PROFESSIONAL MATERIAL DEVOTED TO VOCATIONAL COUNSELING OF LESS THAN A COLLEGE PREPARED PERSON. (AUTHOR)
ERIC: EJ017779

5168 VOCATIONAL COUNSELING FOR GHETTO WOMEN WITH PROSTITUTION AND DOMESTIC SERVICE BACKGROUNDS SEP 73
ELTZROTH, MARJORIE
VOCATIONAL GUIDANCE QUARTERLY:22:1:32-38
VOCATIONAL COUNSELING, FEMALES, COMMUNITY AGENCIES (PUBLIC), POVERTY PROGRAMS, GHETTOS, SOCIALLY DEVIANT BEHAVIOR, MAIDS, TRAINING, DISADVANTAGED GROUPS
THIS ARTICLE DESCRIBES A STUDY OF THE CHARACTERISTICS OF TWO GROUPS OF MATURE WOMEN IN VOCATIONAL TRAINING AT A POVERTY AGENCY AND THE COUNSELING PROBLEMS AND TRAINING OUTCOMES OF THE GROUPS. (AUTHOR)
ERIC: EJ084255

5169 VOCATIONAL DEVELOPMENT AND GUIDANCE. 74
TENNYSON, W. WESLEY;AND OTHERS
NOTES: 229P.
CAREER CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SELF CONCEPT, TESTING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION
THE VOCATIONAL EDUCATION VOLUME CONSIDERS QUESTIONS OF CAREER DEVELOPMENT, THE ROLE OF GUIDANCE IN THE SCHOOL, VOCATIONAL TRAINING, THE RELATION OF SELF-CONCEPT TO VOCATIONAL CHOICE, AND OCCUPATIONAL INFORMATION. TWENTY-SIX PAPERS DEAL WITH THEORIES OF VOCATIONAL BEHAVIOR, THE SUCCESS OF VOCATIONAL EDUCATION PROGRAMS, AND TESTING INFORMATION. AUTHORS WHO CONTRIBUTED TO A SECTION ON CAREER DEVELOPMENT WERE W. WESLEY TENNYSON, C. TODD STROHMENGER, HAROLD L. HENDERSON, EDWIN L. HERR, LARRY J. BAILEY, DENNIS C. NYSTROM, AND ALBERT J. PAUTLER. CONTRIBUTORS TO THE VOCATIONAL GUIDANCE SECTION WERE GORDON F. LAW, IONE T. BAAL, DAVID J. PUCEL, THEODORE J. COTE, NORMAN C. GYSBERS, EARL J. MOORE, ELEANORE FISHER, JAMES B. VAN HOVEN, BETTY TESH, AND E. NIEL CAREY. CONTRIBUTORS TO THE VOCATIONAL DEVELOPMENT SECTION INCLUDED DAVID J. PUCEL, HOWARD F. NELSON, DARRELL HEITZMAN, DAVID N. WHEELER, MALCOLM J. SLAKTER, STANLEY H. CRAMER, AND LARRY J. BAILEY. THE AREA OF VOCATIONAL CHOICE WAS COVERED BY FRANK C. PRATZNER, DALE J. PREDIGER, NORMAN W. SIEVERT, JOHN O. CRITES, FRANK E. WELLMAN, AND NORMAN C. GYSBERS. THE CONCLUDING SECTION ON OCCUPATIONAL INFORMATION WAS AUTHORED BY DAVID C. BJORQUIST, H. C. KAZANAS, WARREN D. GIBBONS, PAUL R. LOHNES, AND JOHN LAVENDER. (AUTHOR/EA)
ERIC: ED094251 MSS INFORMATION CORPORATION, 655 MADISON AVENUE, NEW YORK, NEW YORK ($17.50)

5170 VOCATIONAL DEVELOPMENT FOR GIFTED GIRLS--A COMPARISON OF MASLOVIAN NEEDS OF GIFTED MALES AND FEMALES BETWEEN THE AGES OF TEN AND SEVENTY YEARS. MAR 69
GROTH, NORMA JEAN
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.; OXNARD SCHOOL DIST., CALIF.
NOTES: 9P.; PAPER WAS PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE CONVENTION, LAS VEGAS, NEVADA, MARCH 30-APRIL 3, 1969.
COGNITIVE ABILITY, FEMALES, GIFTED, GOAL ORIENTATION, MALES, NEEDS, VOCATIONAL COUNSELING
GIFTED GIRLS AND WOMEN HAVE THE UNIQUE ASPECT OF ATTEMPTING TO FULFILL NEEDS IN BOTH THE AFFECTIVE AND THE COGNITIVE DOMAINS. USING MASLOWS HIERARCHY OF NEEDS, THIS STUDY WAS DESIGNED TO FORMULATE SOME GUIDELINES FOR THE VOCATIONAL COUNSELING OF GIFTED GIRLS AND WOMEN BY ASCERTAINING THEIR DEVELOPMENTAL NEED LEVELS. NEED LEVELS WERE COMPARED WITH THOSE OF GIFTED BOYS AND MEN. A CROSS-SECTIONAL STUDY WAS USED TO DETERMINE THE DEVELOPMENTAL NEEDS FROM 10 TO 70 YEARS. DATA WAS COLLECTED FROM 361 GIFTED MALES AND FEMALES. THIS DATA CONSISTED OF THREE WISHES MADE BY EACH SUBJECT. THE WISHES WERE USED PROJECTIVELY TO REFLECT THE NEEDS AND VALENCES OF THE INDIVIDUALS. RESULTS ARE GIVEN IN TERMS OF VALENCES MATURITY, FANTASY, PHYSIOLOGICAL, SAFETY, LOVE, SELF-ESTEEM AND SELF-ACTUALIZATION. CONCLUSIONS AND IMPLICATIONS ARE THAT THE YEARS 14 AND 40 ARE APPARENTLY TRAUMATIC FOR GIFTED WOMEN. BY 40, LOVE NEEDS HAVE BEEN SATIATED AND THE SUPPRESSED COGNITIVE NEEDS COME TO THE SURFACE. AT 40, MANY WOMEN FIND RESISTANCE IN FULFILLING THESE GOALS DUE TO AGE, FEAR, OR OTHER EXTERNAL FACTORS. REFERENCES AND DATA TABLES ARE INCLUDED. (AUTHOR/SJ)
ERIC: ED031747

5171 VOCATIONAL DEVELOPMENT INTERVIEW SCHEDULE--FORM C. MAR 71
HILTON, THOMAS L.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-6-061830-0650
NOTES: 3P.
CAREER CHOICE, COMMUNITY COLLEGES, DECISION MAKING, HIGH SCHOOL STUDENTS, INTERVIEWS, JOB SATISFACTION, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, RATING SCALES, VALUES, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT
THIS INTERVIEW SCHEDULE IS PART OF AN INTELLECTUAL GROWTH AND VOCATIONAL DEVELOPMENT STUDY. IT CONSISTS OF FIVE SECTIONS EACH DESIGNED TO ASSESS VARIOUS ASPECTS OF STUDENT SATISFACTION AND THE VALUE ATTACHED TO DIFFERENT OCCUPATIONS. SEE ALSO TM 000 861-864, AND TM 000 915. (CK)
ERIC: ED056130 NOT AVAILABLE SEPARATELY; SEE TM 000 861

5172 VOCATIONAL EDUCATION AND TRAINING EMPLOYMENT MONITORING SYSTEM. FINAL RESEARCH REPORT.
MALONEY, W. PAUL;ECKSTROM, CHARLES A.
HIGHER EDUCATION CENTER FOR URBAN STUDIES, BRIDGEPORT, CONN. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C.; NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C.
NOTES: 57P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, INFORMATION SYSTEMS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, MODELS, OCCUPATIONAL SURVEYS, RESEARCH, SCHOOL INDUSTRY RELATIONSHIP, SYSTEMS DEVELOPMENT, VOCATIONAL EDUCATION, CONNECTICUT, CONNECTICUT (BRIDGEPORT)
A STUDY WAS CONDUCTED TO DEVELOP A MONITORING SYSTEM DETAILING THE EMPLOYMENT DEMANDS IN BRIDGEPORT, CONNECTICUT FOR GRADUATES OF THE CITYS VOCATIONAL AND TRAINING PROGRAMS. THE PROJECT WAS DIVIDED INTO TWO PHASES AND INVOLVED THE COLLABORATIVE EFFORTS OF THE EDUCATIONAL, COMMUNITY, AND BUSINESS-INDUSTRIAL SECTORS OF BRIDGEPORT. A CHECKLIST BASED ON EXISTENT OR ANTICIPATED TRAINING PROGRAMS IN THE CITY WAS DESIGNED ASKING RESPONDENTS TO CHECK THE ANTICIPATED NUMBER OF JOB OPENINGS FOR JULY 1, 1977 AND JULY 1, 1979 IN 59 VOCATIONAL SPECIALTIES. IN THE FIRST PHASE, 131 EMPLOYERS WITH 50 OR MORE EMPLOYEES WERE

(CONT.)
5172 SURVEYED WITH 120 RESPONDING WHILE 31 OF THE 100 EMPLOYERS OF 10 TO 49 EMPLOYEES SURVEYED DURING THE SECOND PHASE RESPONDED. THE RESULTS OF PHASE 1 SUGGESTED THAT LARGER EMPLOYERS DO MAKE OCCUPATIONAL PROJECTIONS CONCERNING MANPOWER REQUIREMENTS FOR ONE AND THREE YEARS HENCE AND ARE WILLING TO SHARE THIS INFORMATION WITH EDUCATIONAL AND TRAINING PROGRAMS. PHASE 2 RESULTS INDICATED USABLE PROJECTION DATA FOR EDUCATIONAL OR STUDENT PLANNING. TWELVE RECOMMENDATIONS CONCERNING THE MONITORING SYSTEM, COUNSELING SERVICES, PLACEMENT SERVICES, TRAINING PROGRAMS, AND COOPERATIVE WORK EXPERIENCE PROGRAMS WERE MADE, INCLUDING THAT THE PHASE ONE MONITORING TECHNIQUE BE ESTABLISHED AS AN ONGOING SYSTEM AND BE IMPLEMENTED ON AN ANNUAL BASIS. (THE SURVEY FORM IS APPENDED.) (EM)
ERIC: ED142796

5173 VOCATIONAL EDUCATION AS CONTEMPORARY SLAVERY   MAR 74
STORY, M. L.
INTELLECT;102;2356;370-72
VOCATIONAL EDUCATION, EDUCATIONAL PRACTICE, WORK ATTITUDES, CHANGING ATTITUDES, CURRICULUM DEVELOPMENT, HIGHER EDUCATION, EDUCATIONAL CHANGE
CHANGING ATTITUDES TOWARD THE WORK ETHIC CHALLENGE OUR TRADITIONAL CONCEPTS OF VOCATIONAL EDUCATION. (EDITOR)
ERIC: EJ092244

5174 VOCATIONAL EDUCATION FOR SPECIAL GROUPS. SIXTH YEARBOOK.   76
KILL, JAMES E., ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C.
NOTES: 351P.
AMERICAN INDIANS, BLACKS, CAREER CHANGE, DISADVANTAGED GROUPS, EDUCATIONAL METHODS, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL PROGRAMS, FEMALES, HANDICAPPED, INDIVIDUALIZED INSTRUCTION, MANPOWER DEVELOPMENT, MIDDLE AGED, MIGRANT WORKERS, MINORITY GROUPS, OLDER ADULTS, PRISONERS, PROGRAM ADMINISTRATION, SPANISH SPEAKING, SPECIAL EDUCATION, SPECIAL PROGRAMS, SPECIAL SERVICES, VETERANS, VOCATIONAL EDUCATION, YEARBOOKS, YOUTH, AMERICAN VOCATIONAL ASSOCIATION
ISSUES, CONCEPTS, AND STRATEGIES THAT IMPACT DIRECTLY ON THE ABILITY OF VOCATIONAL EDUCATION TO DELIVER ITS SERVICES TO SPECIAL GROUPS ARE THE FOCUS OF THIS YEARBOOK. CHAPTERS BY 24 DIFFERENT AUTHORS ARE DIVIDED INTO THREE SECTIONS. SECTION 1 PROVIDES AN OVERVIEW OF SPECIAL GROUPS, HOW SPECIAL GROUPS EVOLVED, THEIR UNDERLYING STRUCTURE AND DIVERSITY, AND HOW VOCATIONAL EDUCATION MIGHT BE OF BENEFIT IN SOLVING SOME OF THEIR PROBLEMS. SECTION 2 CONTAINS CHAPTERS WHICH FOCUS ON SPECIFIC SPECIAL GROUPS AND THEIR INDIVIDUAL STATUS IN SOCIETY-AT-LARGE AND DESCRIBE IN DETAIL CERTAIN PERSONAL CHARACTERISTICS THAT TEND TO CATEGORIZE PERSONS INTO SPECIAL GROUPS. SECTION 3 INCLUDES A SERIES OF CHAPTERS THAT GIVE DETAILED ATTENTION TO SPECIFIC STRATEGIES THAT MIGHT BE EMPLOYED IN DELIVERING VOCATIONAL EDUCATION TO SPECIAL GROUPS. PROGRAMS FOR PERSONNEL DEVELOPMENT, INTEGRATION OF SPECIAL SERVICES WITH INSTRUCTION, AND GENERAL ADMINISTRATIVE AND ORGANIZATIONAL TECHNIQUES ARE DISCUSSED. THE SPECIAL GROUPS DISCUSSED INCLUDE THE HANDICAPPED, WOMEN, RETIREES AND MIDDLE-AGE CAREER CHANGERS, BLACKS, NATIVE AMERICANS, MEXICAN-AMERICANS, PRISON INMATES, MIGRANTS, WELFARE RECIPIENTS, VETERANS, AND YOUTH. (TA)
ERIC: ED135960   AMERICAN VOCATIONAL ASSOCIATION, INC., 1510 H STREET, NW, WASHINGTON, D. C. 20005 ($12.00)

5175 VOCATIONAL EDUCATION FOR THE HANDICAPPED A COOPERATIVE APPROACH   69 JUL
GOODMAN, ELIZABETH M.
REHABIL LIT;30;7;198-202
COOPERATIVE PROGRAMS, CURRICULUM DEVELOPMENT, EXCEPTIONAL CHILD SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FINANCIAL SUPPORT, HANDICAPPED CHILDREN, SCHOOL COMMUNITY COOPERATION, STATE PROGRAMS, VOCATIONAL EDUCATION
REVISION OF A PAPER PRESENTED AT THE ANNUAL CONVENTION OF THE NATIONAL EASTER SEAL SOCIETY FOR CRIPPLED CHILDREN AND ADULTS (BOSTON, MASSACHUSETTS, NOVEMBER 15, 1964).
ERIC: EJ007136

5176 VOCATIONAL EDUCATION FOR YOUTH AND ADULTS.   74
SUGARMAN, MICHAEL N., ED.;PAUTLER, ALBERT J., ED.
MSS INFORMATION CORP., NEW YORK, N.Y.
NOTES: 147P.
ADMINISTRATOR ATTITUDES, ADMINISTRATOR EDUCATION, AREA VOCATIONAL SCHOOLS, ARTICULATION (PROGRAM), ASSOCIATE DEGREES, CAREER EDUCATION, COMMUNITY COLLEGES, COMPREHENSIVE HIGH SCHOOLS, CURRICULUM DEVELOPMENT, EDUCATIONAL PHILOSOPHY, ENROLLMENT TRENDS, GUIDANCE SERVICES, MILITARY TRAINING, POST SECONDARY EDUCATION, PRIVATE COLLEGES, STATE COLLEGES, TEACHER EDUCATOR EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL MATURITY, READINGS (COLLECTIONS)
THE COLLECTED PAPERS DEAL WITH ISSUES, TRENDS AND CONCEPTS IN VOCATIONAL AND TECHNICAL EDUCATION. CONTRIBUTORS ARE CHARLES H. BUZZELL, SOPHIE S. HOLLANDER, ANGELO C. GILLIE, SR., RUTH MIDJAAS, EDWIN L. KURTH, JIMMIE C. STYLES, PATRICK A. OREILLY, THOMAS C. COOKE, CHARLES C. WHITEHEAD, JOHN W. GLENN, JR., MICHAEL N. SUGARMAN, C. THOMAS DEAN, NORMAN R. STANGER, H. C. KAZANAS, W. R. MILLER, THOMAS E. LONG, ALBERT J. PAUTLER, DON A. RICE, J. MARVIN ROBERTSON, EDWIN L. HERR, DAVID J. PUCEL, HOWARD F. NELSON, DARRELL HEITTMAN, DAVID N. WHEELER, RUPERT N. EVANS, AND GORDON MCCLOSKEY. THE PAPERS COVER POST SECONDARY INSTITUTIONS, PUBLIC COMMUNITY COLLEGES, STATE COLLEGES, PRIVATE COLLEGES, AND THE MILITARY, AND THEIR ROLE IN VOCATIONAL EDUCATION; AREA VOCATIONAL

(CONT.)
5176 SCHOOLS; CURRICULA AND ARTICULATION; ADMINISTRATION; TEACHER EDUCATOR EDUCATION; TWO-YEAR DEGREES; GUIDANCE; ENROLLMENT; REORGANIZING THE COMPREHENSIVE HIGH SCHOOL; CAREER EDUCATION; AND VOCATIONAL MATURITY. (MCM)
ERIC: ED105247 MSS INFORMATION CORPORATION, 655 MADISON AVENUE, NEW YORK, NEW YORK 10021 (NO PRICE GIVEN)

5177 VOCATIONAL EDUCATION INSTRUCTION SIMILARITIES IN CERTAIN CONTENT AREAS IN THE SECONDARY SCHOOLS. 70
LEE, JASPER SLOAN
NOTES: 261P.
CURRICULUM EVALUATION, DOCTORAL THESES, EDUCATIONAL RESEARCH, JOB SKILLS, SECONDARY EDUCATION, SKILL DEVELOPMENT, TEACHING, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS
TO DETERMINE THE CONTENT AND SIMILARITY OF INSTRUCTION IN TEACHING SELECTED SKILLS, 282 SECONDARY VOCATIONAL EDUCATION TEACHERS IN MISSISSIPPI WERE ADMINISTERED AN INSTRUMENT COMPOSED OF 92 SKILLS NEEDED BY WORKERS TO PERFORM THEIR JOBS, AND THE TEACHERS INDICATED THE LEVEL OF PROFICIENCY THEY ATTEMPTED TO TEACH. THOUGH MANY TEACHERS WERE TEACHING A LARGE NUMBER OF THE SKILLS, THERE WAS RELATIVELY LITTLE SIMILARITY OF INSTRUCTION AMONG THE VOCATIONAL DISCIPLINES. FIFTEEN SKILLS WERE TAUGHT AT SIMILAR LEVELS BY TEACHERS OF TWO TO FOUR DISCIPLINES, AND MANY OF THE SKILLS INVOLVED INTERPERSONAL RELATIONS RATHER THAN MANIPULATIVE SKILLS. THE FEW SIMILARITIES OF INSTRUCTION TEND TO SUPPORT THE ESTABLISHMENT OF COMPREHENSIVE VOCATIONAL PROGRAMS. MAJOR RECOMMENDATIONS WERE (1) ADMINISTRATIVE CHANGES IN VOCATIONAL COURSES SHOULD TAKE INTO CONSIDERATION THE SKILLS THAT ARE TAUGHT AND THE SIMILARITY OF THE INSTRUCTIONAL CONTENT; (2) INITIATION OF COURSES FOR THE PURPOSE OF TEACHING SIMILARITIES SHOULD BE DONE CAUTIOUSLY; AND (3) TEACHER EDUCATION CURRICULUMS SHOULD PREPARE TEACHERS TO TEACH THESE SKILLS AT RELATIVELY HIGH LEVELS OF PROFICIENCY. THIS ED.D. DISSERTATION WAS SUBMITTED TO THE UNIVERSITY OF ILLINOIS. (SB)
ERIC: ED047147 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106

5178 VOCATIONAL EDUCATION. 69
WISCONSIN UNIV., MADISON.
JOURNAL OF HUMAN RESOURCES:SUPPLEMENT V3 1968.
NOTES: 146P.; REPORT OF A CONFERENCE SPONSORED BY THE BROOKINGS INSTITUTION.
CONFERENCE REPORTS, COST EFFECTIVENESS, ECONOMIC FACTORS, EDUCATIONAL ECONOMICS, EDUCATIONAL NEEDS, EDUCATIONAL SUPPLY, EMPLOYMENT TRENDS, EVALUATION, INDUSTRIAL TRAINING, LABOR MARKET, OCCUPATIONAL GUIDANCE, RESEARCH UTILIZATION, VOCATIONAL EDUCATION, BROOKINGS CONFERENCE ON VOCATIONAL EDUCATION
THIS CONFERENCE ON ECONOMIC ISSUES IN VOCATIONAL EDUCATION WAS THE PRODUCT OF A NUMBER OF CONSIDERATIONS SUCH AS THE INCREASED INTEREST IN PROBLEMS OF THE DISADVANTAGED, THE INCREASED EMPHASIS ON VOCATIONAL EDUCATION BY THE FEDERAL GOVERNMENT, AND THE INCREASED EMPHASIS ON TRAINING AND RETRAINING AS SOLUTIONS TO AT LEAST A PART OF THE UNEMPLOYMENT PROBLEM. WITH THIS BACKGROUND THE EXPECTATIONS OF THE CONFERENCE WERE TO PROVIDE FOR (1) A GROUP OF PERSONS (CHIEFLY ECONOMISTS) ENGAGED IN EVALUATIVE RESEARCH IN THE VOCATIONAL EDUCATION AREA TO BE EXPOSED TO THE CONCERNS, ATTITUDES, AND VIEWS OF VOCATIONAL EDUCATORS, AND (2) A GROUP OF EDUCATORS CONCERNED WITH THEIR MISSION, INTERESTED IN EVALUATION, AND HOPEFUL OF INCREASING THE EFFECTIVENESS OF THEIR EFFORTS TO BETTER UNDERSTAND WHAT THE ECONOMIST MEANS BY EVALUATION, THE CRITERIA HE RELIES ON, THE FRAMEWORK HE UTILIZES, AND THE DATA HE REQUIRES. TOPICS ON WHICH PRESENTATIONS WERE MADE INCLUDE OCCUPATIONAL GUIDANCE, LABOR-MARKET IMPLICATIONS, EVALUATION STUDIES, AND OCCUPATIONAL TRAINING NEEDS. (CH)
ERIC: ED026504 UNIVERSITY OF WISCONSIN PRESS, BOX 1379, MADISON, WISCONSIN 53701 ($2.00).

5179 VOCATIONAL ESL MASTER PLAN, SAN FRANCISCO COMMUNITY COLLEGE DISTRICT. 76
SAN FRANCISCO COMMUNITY COLL. DISTRICT, CALIF.
NOTES: 54P.; FOR RELATED DOCUMENT, SEE FL 008 327
ADULT EDUCATION, ADULT STUDENTS, CAREER PLANNING, CURRICULUM DESIGN, CURRICULUM GUIDES, EMPLOYMENT PROBLEMS, ENGLISH (SECOND LANGUAGE), ENGLISH FOR SPECIAL PURPOSES, JOB PLACEMENT, LANGUAGE INSTRUCTION, LANGUAGE PROGRAMS, LISTENING COMPREHENSION, ORAL EXPRESSION, PARALINGUISTICS, PROGRAM DESCRIPTIONS, READING, RESOURCE MATERIALS, SECOND LANGUAGE LEARNING, TEACHING GUIDES, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WRITING SKILLS, CALIFORNIA (SAN FRANCISCO)
VOCATIONAL ENGLISH AS A SECOND LANGUAGE (ESL) PROGRAMS IN SAN FRANCISCO SERVE AT ONE TIME A VARIETY OF STUDENTS WITH DIFFERING LANGUAGE LEVELS. PROGRAMS FALL INTO THREE TYPES, BASED ON THEIR TRAINEES CURRENT EMPLOYMENT SITUATION UNEMPLOYED AND WITHOUT A JOB SITE; UNEMPLOYED BUT WITH A JOB SITE AND VERBAL COMMITMENT TO HIRE IF PERFORMANCE DURING TRAINING IS SATISFACTORY; AND UNDEREMPLOYED SEEKING A CHANGE OR PROMOTION. TO MEET THE NEEDS OF TRAINEES IN THE THREE AREAS, THE CONTENT OBJECTIVES OF A VOCATIONAL ESL CURRICULUM ARE DIVIDED INTO THREE DISTINCT CHRONOLOGICAL UNITS GETTING A JOB, HOLDING A JOB AND MOVING AHEAD. WITHIN EACH OF THE THREE CURRICULUM UNITS, THERE ARE THREE MAJOR DIVISIONS GENERAL OBJECTIVES, LANGUAGE OBJECTIVES, AND CONTEXTUAL AREAS. THE GENERAL OBJECTIVES PROVIDE AN OVERVIEW OF THE UNIT IN TERMS OF THE LONG-TERM GOAL TO BE ACHIEVED, THE CULTURAL LEARNING TO TAKE PLACE, AND THE LEVEL OF LANGUAGE SOPHISTICATION TO BE ATTAINED. THE LANGUAGE OBJECTIVES ARE DIVIDED INTO FIVE MAJOR AREAS LISTENING, ORAL PRODUCTION, READING, WRITING, AND BODY LANGUAGE. THE CONTEXTUAL AREAS ARE DIVIDED INTO SPECIFIC PERFORMANCE OBJECTIVES NECESSARY TO ACHIEVE THE LONG-TERM

(CONT.)
5179 GOAL. IN THE BACK OF THIS VOLUME THERE IS AN APPENDIX OF RESOURCE MATERIALS USEFUL FOR TEACHERS IN VOCATIONAL ESL. (AUTHOR/CFM)
ERIC: ED134615

5180 VOCATIONAL EVALUATION OF THE CULTURALLY DISADVANTAGED: A COMPARATIVE INVESTIGATION OF THE JEVS JEWISH EMPLOYMENT AND VOCATIONAL SERVICE SYSTEM AND A MODEL-BASED SYSTEM. FINAL REPORT. AUG 73
NADOLSKY, JULIAN M.
AUBURN UNIV., ALA. DEPT. OF VOCATIONAL AND ADULT EDUCATION. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 119P.
COMPARATIVE ANALYSIS, CULTURALLY DISADVANTAGED, EMPLOYMENT POTENTIAL, EMPLOYMENT PROGRAMS, MODELS, PROGRAM EFFECTIVENESS, SYSTEMS APPROACH, VOCATIONAL REHABILITATION, JEVS SYSTEM, JEWISH EMPLOYMENT AND VOCATIONAL SERVICE SYSTEM
THE PURPOSE OF THIS STUDY WAS TO COMPARE THE OVERALL EFFECTIVENESS OF A VOCATIONAL EDUCATION SYSTEM DESIGNED SPECIFICALLY FOR A CULTURALLY DISADVANTAGED POPULATION (IN THIS CASE THE JEWISH EMPLOYMENT AND VOCATIONAL SERVICE (JEVS) SYSTEM) WITH A MODEL-BASED SYSTEM INCORPORATING THE TECHNIQUES AND PROCEDURES NORMALLY EMPLOYED BY VOCATIONAL EVALUATORS IN REHABILITATION FACILITIES. THE DATA GENERATED BY THE STUDY CONSISTED OF THE TYPES OF RECOMMENDATIONS AND DISPOSITION MADE FOR THE 65 CLIENTS AT FOLLOWUP INTERVALS OF 3 AND 18 MONTHS AFTER COMPLETION. THE MODEL-BASED SYSTEM WAS MORE PRODUCTIVE IN DEVELOPING VOCATIONAL RECOMMENDATIONS AND A HIGHER PERCENTAGE OF CLIENTS ATTAINED AND MAINTAINED GAINFUL EMPLOYMENT OVER A MORE EXTENDED TIME INTERVAL. USE OF THE JEVS SYSTEM PRODUCED MORE NON-VOCATIONAL RECOMMENDATIONS, WAS MORE EFFECTIVE IN ENABLING DISADVANTAGED CLIENTS TO ATTAIN IMMEDIATE EMPLOYMENT, AND WAS SIGNIFICANTLY MORE CAPABLE OF RENDERING CONSISTENCY BETWEEN VOCATIONAL RECOMMENDATIONS AND VOCATIONAL STATUS OVER A SHORT TIME. EIGHT CONCLUSIONS ARE OFFERED RELATING TO THE APPLICABILITY AND LIMITATIONS OF THE TWO SYSTEMS WITH RESPECT TO CULTURALLY DISADVANTAGED CLIENTS. THREE RECOMMENDATIONS ARE MADE, BASED UPON THE RESULTS OF THE STUDY. A BIBLIOGRAPHY, AND THE BIOGRAPHICAL, EVALUATION, AND FOLLOWUP FORMS USED IN THE STUDY ARE APPENDED. (AUTHOR/SA)
ERIC: ED101203

5181 VOCATIONAL EXPLORATION GROUP - THEORY AND RESEARCH. 71
DAANE, CALVIN J.
STUDIES FOR URBAN MAN, INC., TEMPE, ARIZ. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 91P.
CAREER CHANGE, CAREER CHOICE, GROUP EXPERIENCE, JOBS, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, VOCATIONAL INTERESTS
VOCATIONAL EXPLORATION GROUPS (VEG) IS A PROGRAM FOR AIDING BOTH YOUTH AND ADULTS IN TO INCREASING CLARIFICATION OF THEIR POSITION IN THE OCCUPATIONAL WORLD. IT IS DESIGNED TO LEAD AN INDIVIDUAL TO PERSONALLY SUPPORTIVE FIRST CHOICE OF AN OCCUPATION OR TO A RECONSIDERATION AND A RECHOICE. THE PROCESS CONSISTS OF 27 STEPS WITHIN 5 PHASES OF (1) INCLUSION, (2) JOB INVENTORY, (3) JOB PERSONALIZATION, (4) THE EXPANSION OF JOBS PERSONALIZED, AND (5) THE NEXT STEP. THE PROCESS IS CONDUCTED FOR SMALL GROUPS OF 5 PEOPLE BY A TRAINED FACILITATOR OF THE GROUP PROCESS. LEADERS USE A KIT OF MATERIALS AND A LEADER MANUAL TO GUIDE GROUP MEMBERS THROUGH THE VARIOUS STEPS. IN THE STUDIES REPORTED, 195 TRAINEES AND LEADERS GAVE THEIR ATTITUDES AND IMPRESSIONS OF THE EFFECTIVENESS AND FUNCTIONABILITY OF THE VEG PROGRAM. ALSO, 825 EMPLOYMENT SERVICE APPLICANTS EXPERIENCED A THREE-HOUR GROUP SESSION IN VOCATIONAL EXPLORATION. RANDOMLY ASSIGNED CONTROL WERE ALSO USED. EXPERIMENTAL GROUPS WHEN COMPARED WITH CONTROL GROUPS OBTAINED TWICE THE NUMBER OF JOBS DURING THE MONTH AND SHOWED MORE MOVEMENT INTO TRAINING AND FROM WORK TRAINING TO JOBS. (AUTHOR/BW)
ERIC: ED062664

5182 VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR FINAL REPORT AND ASSESSMENT, 1972-73: COMPARISON OF IMPACT OF THE PILOT AND EXPERIMENTAL YEARS. JUL 74
SPRENGEL, DONALD P.;TOMEY, E. ALLAN
SAINT LOUIS UNIV., MO. CENTER FOR URBAN PROBLEMS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-42-29-72-07
NOTES: 211P.; FOR RELATED DOCUMENT, SEE TM 006 445
ACADEMIC ACHIEVEMENT, ADMINISTRATOR ATTITUDES, ATTENDANCE, BLACK STUDENTS, CAREER EXPLORATION, CAUCASIAN STUDENTS, COMPENSATORY EDUCATION PROGRAMS, DISADVANTAGED YOUTH, DROPOUT PREVENTION, EMPLOYMENT COUNSELORS, HIGH SCHOOL STUDENTS, INDUSTRY, JOB PLACEMENT, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, PROGRAM EVALUATION, SECONDARY EDUCATION, SPANISH SPEAKING, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, NEIGHBORHOOD YOUTH CORPS, VOCATIONAL EXPLORATION IN PRIVATE SECTOR PROGRAM
THIS FINAL REPORT ON THE SECOND EXPERIMENTAL YEAR OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS-II) PROGRAM PRESENTS AN ASSESSMENT OF PROGRAM OPERATIONS, ADMINISTRATION AND IMPACT. VEPS WAS DESIGNED AS A TRAINING AND VOCATIONAL EXPLORATION PROGRAM FOR IN-SCHOOL NEIGHBORHOOD YOUTH CORPS (NYC) ENROLLEES WHO WERE PROBABLE DROPOUTS. THE MAIN DEPARTURE FROM THE REGULAR NYC PROGRAM WAS THAT VEPS ENROLLEES WERE PLACED AT PRIVATE SECTOR WORK STATIONS AND RECEIVED INTENSIVE COUNSELING. NYC PROGRAMS PAID ONE-HALF OF ENROLLEE WAGES. INFORMATION WAS OBTAINED ON 716 ENROLLEES IN ELEVEN CITIES WHICH WERE INTENSIVELY MONITORED. NINETY AND ONE-TENTHS PERCENT OF THE ENROLLEES REMAINED IN SCHOOL OR GRADUATED; 53.9% COMPLETED THE FULL YEAR PROGRAM. ACADEMIC RECORDS

(CONT.)
5192 FOR ENROLLEES WHO COMPLETED THE PROGRAM INDICATE THAT 62.0(IMPROVED THEIR GRADE POINT AVERAGE FROM THE PREVIOUS YEAR. FORTY-EIGHT AND EIGHT-TENTHS PERCENT OF THE ENROLLEES MISSED FEWER SCHOOL DAYS DURING VEPS-II THAN THE PREVIOUS YEAR. AMONG 179 SENIORS WHO COMPLETED VEPS, 71.5(CONTINUED THEIR EMPLOYMENT, 9.5(CONTINUED THEIR EDUCATION AND 4.5(JOINED THE MILITARY, 10.6(WERE NOT WORKING AFTER GRADUATION, AND 2.8(WERE MARRIED. (AUTHOR)
ERIC: ED143691

5193 VOCATIONAL GUIDANCE FOR THE DEAF: A CLASSIFIED GUIDE TO THE BASIC REQUIREMENTS FOR OCCUPATIONS OPEN TO THE PROFOUNDLY DEAF. 67
MONTGOMERY, G.W.G.
NOTES: 43P.
AURALLY HANDICAPPED, COUNSELING, DEAF, EXCEPTIONAL CHILD SERVICES, JOB PLACEMENT, JOBS, JOB SKILLS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONAL TESTS, OUT OF SCHOOL YOUTH, RATING SCALES, VOCATIONAL APTITUDE, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, GREAT BRITAIN
PUBLISHED IN BRITAIN FOR USE BY COUNSELORS AND PLACEMENT OFFICIALS, THE BOOK OFFERS A SYSTEMATIC ATTACK ON OCCUPATIONAL PLACEMENT PROBLEMS OF THE PRELINGUALLY DEAF. THE SYSTEM IS BASED ON A VOCATIONAL GUIDANCE PROFILE, WHICH IS DEVELOPED FROM INTELLIGENCE AND ACHIEVEMENT TEST SCORES. THE VOCATIONAL GUIDANCE PROFILE IS EXPLAINED, AND OCCUPATIONAL PROSPECTS FOR THE DEAF AND GENERAL CONSIDERATIONS FOR PLACEMENT ARE TREATED. THE CLASSIFIED LIST OF OCCUPATIONS AND ITS USE IN PLACEMENT ARE DESCRIBED AS FOLLOW TEST SCORES FROM THE PROFILE ARE CATEGORIZED INTO P (PERFORMANCE), I (WRITTEN INTELLIGENCE), N (WRITTEN TESTS OF NUMERICAL ABILITY), L (WRITTEN TESTS OF LANGUAGE SKILLS), O (TESTS OF ORAL SKILLS). FOLLOWING EACH OCCUPATION LISTING IS THE CODE LETTER WITH THE ESTIMATED STANDARD SCORE OF THE AVERAGE WORKER IN THE OCCUPATION NAMED; OTHER [illegible] INDICATE SPECIAL PHYSICAL OR ABILITY REQUIREMENTS AND/OR HAZARDS OF PARTICULAR JOBS, AND POSSIBLE FINANCIAL OR TRAINING DEMANDS. THE CLASSIFIED LIST OF OCCUPATIONS IS RECOMMENDED FOR USE ONLY IN CONJUNCTION WITH INDIVIDUAL VOCATIONAL GUIDANCE PROFILE SCORES AND KNOWLEDGE OF LOCAL EMPLOYMENT CONDITIONS. PROFILES ARE PROVIDED AS NORMATIVE INFORMATION IN THE AREAS OF SCIENTIFIC, PROFESSIONAL AND OFFICE WORKERS, SKILLED AND UNSKILLED, TRADESMEN, AND UNEMPLOYED. LISTINGS ARE GIVEN OF AGENCIES AND SERVICES FOR THE DEAF, MOSTLY IN BRITAIN, AND OF 35 REFERENCES. (JB)
ERIC: ED026755 THE WILLIAMS AND WILKINS COMPANY, 428 EAST PRESTON STREET, BALTIMORE, MARYLAND 21202 ($3.75).

5194 VOCATIONAL INTEREST-CAREER EXAMINATION NORMING AND STANDARDIZATION ON A NATIONWIDE HIGH SCHOOL SAMPLE SEP 77
BERGER, FRANCES R.;BERGER, RAYMOND M.
PSYCHOMETRICS INC LOS ANGELES CALIF
CONTRACT NO. F41609-76-C-0019
NOTES: 7719
VOCATIONAL GUIDANCE, TEST CONSTRUCTION, INTERESTS, COUNSELING, NTISDODXA
THE VOCATIONAL INTEREST-CAREER EXAMINATION (VOICE), A GENERAL PURPOSE INTEREST INVENTORY DEVELOPED BY THE AIR FORCE FOR USE IN VOCATIONAL AND TECHNICAL COUNSELING, HAS STANDARDIZED ON A NATIONWIDE SAMPLE OF HIGH SCHOOL STUDENTS. THIS REPORT DESCRIBES THE SAMPLE DESIGN, DATA COLLECTION AND STATISTICAL ANALYSIS. RAW SCORE NORMS ARE PROVIDED FOR SUBSAMPLES IDENTIFIED BY SCHOOL GRADE, SEX, ETHNIC BACKGROUND AND GEOGRAPHIC REGION. (AUTHOR)
NTIS: AD-A047 762/8ST NTIS PRICES PC A03/MF A01

5195 VOCATIONAL OPINION INDEX. 73
BENSON, STEPHEN D.;WHITTINGTON, MARNA C.
ASSOCIATES FOR RESEARCH IN BEHAVIOR, INC., PHILADELPHIA, PA. SCIENCE CENTER.
NOTES: 15P.; FOR RELATED DOCUMENT, SEE TM 004 524
ATTITUDE TESTS, DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT QUALIFICATIONS, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, MOTIVATION, READINESS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, MANPOWER DEVELOPMENT TRAINING PROGRAM, VOCATIONAL OPINION INDEX
THE VOCATIONAL OPINION INDEX (VOI) IS AN INSTRUMENT USED TO MEASURE AN INDIVIDUALS JOB READINESS POSTURE (JRP). JRP IS A TERM USED TO DEFINE AN INDIVIDUALS ATTITUDES, PERCEPTIONS, AND MOTIVATIONS AS THEY REFLECT ON HIS ABILITY TO OBTAIN AND MAINTAIN A JOB. THE VOI DETERMINES AN INDIVIDUALS JRP BY ASSESSING THREE PSYCHOLOGICAL DIMINSIONS ATTRACTIONS TO WORK, LOSSES ASSOCIATED WITH OBTAINING AND MAINTAINING A JOB, AND BARRIERS TO EMPLOYMENT. THE VOI ALSO PROVIDES A DIAGNOSIS OF THE REASONS CONTRIBUTING TO THE INDIVIDUALS CLASSIFICATION AS A POTENTIAL NON-WORKER. THIS DIAGNOSIS CAN BE USED TO DEVELOP A REMEDIAL PRESCRIPTION TO HELP AN INDIVIDUAL DEVELOP A WORKER POSTURE. THE VOI CONSISTS OF 58 ITEMS WHICH CAN BE ADMINISTERED IN 20 MINUTES. THERE ARE TWO EQUIVALENT FORMS OF THE INDEX. EACH FORM IS AVAILABLE IN ENGLISH AND SPANISH. THE VOI WAS DESIGNED, TESTED, AND NORMED SPECIFICALLY FOR DISADVANTAGED POPULATIONS. NORMS ARE BASED ON THE RESPONSES OF OVER 2,000 MALES AND FEMALES FROM 13 MANPOWER DEVELOPMENT TRAINING CENTERS (MDTA) PROGRAMS ACROSS THE COUNTRY. THE NORMATIVE SAMPLE IS COMPARABLE TO THE NATIONAL MDTA POPULATION WITH RESPECT TO AGE, SEX, RACE, CULTURE, AND EDUCATION. (AUTHOR/DEP)
ERIC: ED107697 ASSOCIATES FOR RESEARCH IN BEHAVIOR, INC. THE SCIENCE CENTER, 34TH AND MARKET STREETS, PHILADELPHIA, PENNSYLVANIA 19104 (FREE)

5196 VOCATIONAL OPPORTUNITIES IN FOREIGN LANGUAGES. 75
ARNOLD, EDWIN P., COMP.;WILLINGHAM, RUSSELL, COMP.
NOTES: 65P.

(CONT.)
5196 BIBLIOGRAPHIES, BOOKLISTS, CAREER AWARENESS, CAREER CHOICE, CAREER OPPORTUNITIES, CAREER PLANNING, JOB MARKET, JOB PLACEMENT, LANGUAGE FLUENCY, LANGUAGE SKILLS, OCCUPATIONAL INFORMATION, SECOND LANGUAGES, CLEMSON UNIVERSITY, SOUTH CAROLINA

THIS IS A COMPILATION OF BOOKS, PAMPHLETS, ARTICLES AND BULLETINS DEALING WITH VOCATIONAL OPPORTUNITIES FOR PEOPLE WITH FOREIGN LANGUAGE SKILLS. THE PAPER IS DIVIDED INTO 12 SECTIONS WITH THE FOLLOWING CONTENTS (1) AN ANNOTATED OUTLINE OF VARIOUS FIELDS IN BUSINESS AND INDUSTRY, VOCATIONS AND PROFESSIONS AND FEDERAL GOVERNMENT DEPARTMENTS WHERE FOREIGN LANGUAGE SKILLS MAY BE AN ASSET: (2-5) BIBLIOGRAPHY OF SELECTED BOOKS, PAMPHLETS, ARTICLES AND INFORMATION SHEETS ON FOREIGN LANGUAGE VOCATIONAL OPPORTUNITIES: (6) LETTERS FROM BUSINESS FIRMS RECOMMENDING FOREIGN LANGUAGE STUDY: (7) INCIDENTAL ARTICLES: (8) CLEMSON UNIVERSITY PLACEMENT BULLETINS: (9) SOUTH CAROLINA STATE DEVELOPMENT BOARD INFORMATION ON FOREIGN FIRMS: (10) SOUTH CAROLINA STATE EMPLOYMENT OFFICE BULLETINS: (11) PAMPHLETS FROM BUSINESS OPERATIONS OF FOREIGN FIRMS IN SOUTH CAROLINA: AND (12) SCHOOLS AND UNIVERSITIES WITH PROGRAMS EMPHASIZING FOREIGN LANGUAGES AS AN AUXILIARY SKILL. (CHK)

ERIC: ED126675 DEPARTMENT OF LANGUAGES, CLEMSON UNIVERSITY, CLEMSON, SOUTH CAROLINA 29631 (NO CHARGE. PLEASE ENCLOSE STAMPED, SELF-ADDRESSED 9 X 12 ENVELOPE, $0.46 POSTAGE PRESENTLY, 4 OZ.)

5197 VOCATIONAL PREPARATION IN U.S. CORRECTIONAL INSTITUTIONS A 1974 SURVEY. FINAL REPORT. 15 DEC 75
LEVY, GIRARD W.:AND OTHERS
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. CENTER FOR IMPROVED EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-89-39-72-01
NOTES: 155P.
CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, EDUCATIONAL PROGRAMS, INSTITUTIONALIZED PERSONS, JOB TRAINING, NATIONAL SURVEYS, PRISONERS, PROGRAM CONTENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, QUESTIONNAIRES, TABLES (DATA), VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION

A SURVEY INVOLVING ALL UNITED STATES CORRECTIONAL INSTITUTIONS FOR MALE OR FEMALE, ADULT OR JUVENILE OFFENDERS WAS CONDUCTED TO STUDY THREE POTENTIAL VOCATIONAL PREPARATION ACTIVITIES WITHIN THE INSTITUTIONS (1) FORMAL VOCATIONAL TRAINING PROGRAMS, (2) TRAINING IN PRISON INDUSTRIES, AND (3) TRAINING IN MAINTENANCE AND SERVICE ASSIGNMENTS. SPECIFIC INFORMATION WAS SOUGHT ON TRAINING GOALS, PROGRAMS, PRACTICES, NUMBERS PARTICIPATING, STAFF, AND SUPPORTIVE SERVICES. INFORMATION WAS OBTAINED FROM APPROXIMATELY 73(OF ALL INSTITUTIONS THROUGH MAIL SURVEY QUESTIONNAIRES AND SITE-VISIT INTERVIEWS WITH INMATES ABOUT TO BE RELEASED OR PAROLED. RESULTS INDICATED THAT VOCATIONAL PREPARATION IN CORRECTIONAL INSTITUTES IS GENERALLY INADEQUATE: TYPE AND SIZE OF INSTITUTION, LENGTH OF STAY OF RESIDENTS, AGE AND SEX OF RESIDENTS, DISTANCE FROM A CITY, RACIAL COMPOSITION, AND SECURITY LEVEL MADE LITTLE DIFFERENCE ON MOST VARIABLES STUDIED. FINDINGS INCLUDE ONLY 57(OF VOCATIONAL TRAINING PROGRAMS HAVE OUTSIDE ACCREDITATION: ONLY 32(HAVE ADEQUATE FACILITIES: ONLY 50(OF PROGRAM DIRECTORS CONSIDERED JOB SKILL DEVELOPMENT AS THE MAJOR PROGRAM GOAL: AND ONLY 21(PROVIDED OFF-THE-JOB RELATED INSTRUCTION. RESEARCH APPROACH, RESULTS, AND RECOMMENDATIONS ARE DISCUSSED. SURVEY AND INTERVIEW INSTRUMENTS ARE APPENDED. IT IS STATED THAT WITH A NEW COMMITTEEMAN AND RESOURCES, THE POTENTIAL FOR CONDUCTING PROGRAMS WITHIN THE INSTITUTIONS IS GREAT. (LH)

ERIC: ED123357 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

5198 THE VOCATIONAL PREPARATION OF THE EDUCABLE MENTALLY RETARDED. 68
KOKASKA, CHARLES J.
EASTERN MICHIGAN UNIV., YPSILANTI.
NOTES: 102P.
AUTOMATION, EDUCABLE MENTALLY HANDICAPPED, EMPLOYMENT OPPORTUNITIES, EXCEPTIONAL CHILD RESEARCH, JOB PLACEMENT, MENTALLY HANDICAPPED, RESEARCH REVIEWS (PUBLICATIONS), SCHOOL COMMUNITY PROGRAMS, URBAN SCHOOLS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, WORK EXPERIENCE PROGRAMS

A RANDOM SAMPLE OF 400 URBAN PUBLIC SCHOOL SYSTEMS HAVING HIGH SCHOOL CLASSES FOR THE EDUCABLE MENTALLY RETARDED WAS SURVEYED TO DETERMINE WHETHER PROGRAMS USED A SCHOOL-COMMUNITY WORK EXPERIENCE APPROACH TO THE TRAINING AND PLACEMENT OF MENTAL RETARDATES AND WHETHER THESE PROGRAMS WERE KEEPING UP WITH CHANGING SKILL DEMANDS. A 22-ITEM QUESTIONNAIRE WAS COMPLETED BY 316 SCHOOL SYSTEMS. SECONDARY SPECIAL CLASS ENROLLMENTS WERE APPROXIMATELY 66,373 AND VOCATIONAL PLACEMENTS APPROXIMATELY 11,368 DURING THE 1965-66 SCHOOL YEAR: 225 SYSTEMS BEGAN SPECIAL CLASS PROGRAMS DURING 1957-66: OF 308 SYSTEMS, 68.5(AWARDED SOME FORM OF HIGH SCHOOL DIPLOMA: AND LENGTH OF SPECIAL CLASS PROGRAMS WAS EVENLY DIVIDED BETWEEN 3 AND 4 YEARS. FINDINGS INDICATED THAT WORK EXPERIENCE PROGRAMS DECREASED WITH A DECREASE IN SIZE OF URBAN POPULATION: 92.7(OF THESE PROGRAMS DEVELOPED FROM 1957 TO 1966: PUBLIC AGENCIES WERE IMPORTANT IN THE SUCCESS OF THESE PROGRAMS: AND THE TREND WAS TOWARD AN INTRODUCTION, EARLIER THAN 10TH GRADE, TO WORK EXPERIENCE. EVIDENCE SUGGESTED THAT RETARDATES WERE SUCCESSFUL IN A VARIETY OF SKILLED AND UNSKILLED JOBS AND THAT TRAINING WAS TAKING PLACE IN NEWER AREAS OF INDUSTRY: SERVICE OCCUPATIONS WERE DISPROPORTIONATELY EMPHASIZED. (MS)

ERIC: ED031824 DR. CHARLES J. KOKASKA, CALIFORNIA STATE COLLEGE, LONG BEACH, CALIFORNIA 90801 ($3.00)

5189 VOCATIONAL PREPARATION OF THE HARDCORE UNEMPLOYED THE TOKEN ECONOMY DEC 73
SANDLER, JACK:TURNER, WALTER L.
REHABILITATION COUNSELING BULLETIN:17:2:79-91
REWARDS, EMPLOYMENT PROBLEMS, LABOR ECONOMICS, VOCATIONAL REHABILITATION, CASE STUDIES, UNEMPLOYED, JOB MARKET, UNDEREMPLOYED, INNER CITY, VOCATIONAL COUNSELING
THIS ARTICLE DESCRIBES A DEMONSTRATION PROJECT DESIGNED TO ASSIST IN THE UPGRADING OF JOB SKILLS AMONG HARDCORE, INNER-CITY, UNDEREMPLOYED CLIENTS. THE TOKEN ECONOMY PROCEDURE IS DESCRIBED AND ITS USE IN THE PRESENT STUDY IS DETAILED. (AUTHOR)
ERIC: EJ090912

5190 VOCATIONAL PROGRAM FOR OUT-OF-SCHOOL YOUTH AND ADULTS IN BUILDING MAINTENANCE AND COMMERCIAL COOKING. 30 JUN 75
DANIELS VOCATIONAL ASSESSMENT AND TRAINING CENTER, W. VA. WEST VIRGINIA STATE DEPT. OF EDUCATION, CHARLESTON. BUREAU OF VOCATIONAL, TECHNICAL, AND ADULT EDUCATION.: OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 28P.
ACADEMIC FAILURE, DISADVANTAGED YOUTH, DROPOUT REHABILITATION, PROGRAM DESCRIPTIONS, VOCATIONAL ADJUSTMENT, VOCATIONAL TRAINING CENTERS, VOCATIONAL COUNSELING, DEVELOPMENTAL PROGRAMS, ADULT BASIC EDUCATION, FOOD SERVICE OCCUPATIONS, BUILDING TRADES, COOPERATIVE EDUCATION, EDUCATIONAL NEEDS
THE DANIELS VOCATIONAL ASSESSMENT AND TRAINING CENTER WAS ORGANIZED TO MEET THE VOCATIONAL AND EDUCATIONAL NEEDS OF DISADVANTAGED YOUTH AND ADULTS. OUT-OF-SCHOOL AND OUT-OF-WORK YOUTH AND ADULTS ARE PROVIDED WITH THE OPPORTUNITY TO ACQUIRE EMPLOYMENT SKILLS, BASIC EDUCATION, AND BEHAVIOR PATTERNS WHICH WILL ENABLE THEM TO ENTER AND COMPETE SUCCESSFULLY IN THE WORLD OF WORK. THE PROGRAM INCLUDES CURRICULUMS IN VOCATIONAL ASSESSMENT, WORK ADJUSTMENT, BUILDING MAINTENANCE, COMMERCIAL COOKING, COUNSELING, AND COOPERATIVE EDUCATION. THIS REPORT DESCRIBES THE PROGRAM COMPONENTS, INCLUDES OUTLINES AND ACTIVITIES REPORTS FOR THE COURSES IN COMMERCIAL FOODS AND BUILDING TRADES, AND BRIEFLY SUMMARIZES THE ACCOMPLISHMENTS FOR THE 1974-75 SCHOOL YEAR. (AUTHOR/NJ)
AIM/ARM: VT102553

5191 VOCATIONAL REHABILITATION AND FEDERAL MANPOWER POLICY. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS NO. 4. NOV 67
MANGUM, GARTH L.:GLENN, LOWELL M.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS:NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C.
NOTES: 54P.
FEDERAL PROGRAMS, ADMINISTRATIVE POLICY, PROGRAM COORDINATION, MANPOWER DEVELOPMENT, VOCATIONAL REHABILITATION, ADULT VOCATIONAL EDUCATION, POVERTY PROGRAMS, EMPLOYMENT PROGRAMS, OUT OF SCHOOL YOUTH, UNEMPLOYED, UNDEREMPLOYED, FACILITIES, PROGRAM DESCRIPTIONS, VOCATIONAL RETRAINING
THE 6-YEAR HISTORY OF A VARIETY OF MANPOWER AND ANTI-POVERTY PROGRAMS IS SURVEYED AND COMPARED WITH THE VOCATIONAL REHABILITATION PROGRAM OF THE REHABILITATION SERVICES ADMINISTRATION. THE TOPICS COVERED ARE (1) LESSONS FOR FEDERAL MANPOWER POLICY, (2) THE POLITICS OF VOCATIONAL REHABILITATION, (3) THE CONTEMPORARY VOCATIONAL REHABILITATION PROGRAM, (4) VOCATIONAL REHABILITATION IN PRACTICE, (5) CASE STUDIES IN VOCATIONAL REHABILITATION, (6) THE DEVELOPMENT OF VOCATIONAL REHABILITATION METHODS, FACILITIES AND PERSONNEL, AND (7) LESSONS FOR MANPOWER PROGRAMS. ALTHOUGH THE VARIETY OF AD HOC MANPOWER AND ANTI-POVERTY PROGRAMS HAVE MADE POSITIVE CONTRIBUTIONS IN THE DEVELOPMENT OF NEW TECHNIQUES TO AID THE COMPETITIVELY DISADVANTAGED, REORGANIZATION SIMILAR TO THAT OF THE SINGLE PROGRAM ADMINISTERED BY THE REHABILITATION SERVICES ADMINISTRATION HAS BEEN RECOMMENDED BY THE LABOR DEPARTMENTS MANPOWER ADMINISTRATOR FOR ALL MANPOWER PROGRAMS. INCREASED EMPHASIS IS ALSO RECOMMENDED FOR AN INDIVIDUAL CASE-BY-CASE TOTAL APPROACH IN RECRUITING, COUNSELING, TRAINING AND REPLACEMENT OF DISADVANTAGED YOUTH AND ADULTS. (CH)
AIM/ARM: VT002671 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, MUSEUMS ANNEX, ANN ARBOR, MICHIGAN 48104 ($1.25).

5192 VOCATIONAL REHABILITATION OF DISABLED PUBLIC ASSISTANCE CLIENTS 69 SEP
SELLING, LEO L.:FERIDEN, WILLIAM E. JR.
REHABIL COUNSELING BULL:13:1:34-37
EMPLOYER ATTITUDES, EMPLOYMENT POTENTIAL, MOTIVATION, PHYSICALLY HANDICAPPED, SELF CONCEPT, VOCATIONAL REHABILITATION, WELFARE AGENCIES, WELFARE PROBLEMS, WELFARE RECIPIENTS
ERIC: EJ010501

5193 VOCATIONAL REHABILITATION OF DISABLED PUBLIC ASSISTANCE CLIENTS. FINAL REPORT. 19 JAN 71
HALL, VAUGHN L.
UTAH STATE BOARD OF EDUCATION, SALT LAKE CITY. DIV. OF REHABILITATION SERVICES.
NOTES: 94P.
ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, HANDICAPPED, JOB TRAINING, MANPOWER UTILIZATION, MENTALLY HANDICAPPED, PHYSICALLY HANDICAPPED, TECHNICAL REPORTS, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS
THE PROJECT PROVIDED A PROGRAM OF INTENSIVE, COMPREHENSIVE REHABILITATION SERVICES TO A SELECTED GROUP OF DISABLED APPLICANTS AND RECIPIENTS OF DPW BENEFITS. SYSTEMS WERE DEVELOPED TO IDENTIFY AND REFER POTENTIAL CLIENTS FOR DVR SERVICES AND TO PROVIDE APPROPRIATE DVR SERVICES FOR REHABILITATION INTO GAINFUL EMPLOYMENT. A 3 YEAR PROJECT IS

(CONT.)
5193 REPORTED. TWENTY-NINE PERCENT (24%) WERE REHABILITATED AT A COST PER REHABILITATED CLOSURE OF $913.36, REPRESENTING AN OVERALL SAVINGS OF PUBLIC WELFARE FUNDS FOR THESE CLIENTS OF $174,227 PER ANNUM. THE DEVELOPMENT OF DPW AND DVR UNIT TEAMS WITH CLEARLY DEFINED AREAS OF RESPONSIBILITY WAS INSTRUMENTAL IN THE SUCCESS OF THE PROJECT. (AUTHOR)
ERIC: ED075718 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-214 318, MF $0.95, HC $4.95)

5194 VOCATIONAL RESEARCH AND DEVELOPMENT KEY TO SURVIVAL IN AMERICAS THIRD CENTURY. 75
PUCINSKI, ROMAN
NATIONAL ACADEMY OF SCIENCES - NATIONAL RESEARCH COUNCIL, WASHINGTON, D. C. DIV. OF BEHAVIORAL SCIENCES.
NOTES: 13P.; FOR RELATED PAPERS SEE CE 009 020-028, CE 009 029-035, AND ED 112 155
CURRICULUM DEVELOPMENT, EDUCATIONAL NEEDS, EDUCATIONAL POLICY, EDUCATIONAL RESEARCH, MANPOWER NEEDS, PLANNING, RESEARCH NEEDS, VOCATIONAL EDUCATION
A PRIMARY RATIONALE PRESENTED FOR THE CONTINUANCE OF VOCATIONAL RESEARCH AND DEVELOPMENT IS THAT MAJOR TECHNOLOGICAL CHANGES WILL REQUIRE THE DEVELOPMENT OF CURRICULUM PROGRAMS TO MEET THE CHANGING NEEDS OF INDUSTRY AS NEW JOB SKILLS CONTINUE TO EMERGE. ADDITIONAL FACTORS THAT CHALLENGE VOCATIONAL RESEARCH ARE THE DEVELOPMENT OF MARKETABLE SKILLS FOR ALL HIGH SCHOOL STUDENTS WHETHER OR NOT THEY PLAN TO CONTINUE THEIR EDUCATION; RETRAINING OF THE UNEMPLOYED; THE PROVISION OF OPPORTUNITIES FOR WOMEN, THE DISADVANTAGED, AND HANDICAPPED; EFFECTIVE GUIDANCE AND COUNSELING PROGRAMS; AND THE DEVELOPMENT OF STATEWIDE MANAGEMENT INFORMATION SYSTEMS. (RG)
ERIC: ED130156

5195 THE VOCATIONAL STATUS OF MICHIGAN REHABILITANTS OF FISCAL YEAR 1969 TWO YEARS AFTER CLOSURE. THE RESULTS OF A FOLLOW-UP STUDY AND BENEFIT/COST ANALYSIS. FEB 71
MICHIGAN STATE DEPT. OF EDUCATION, LANSING. DIV. OF VOCATIONAL REHABILITATION.
NOTES: 136P.
EVALUATION METHODS, FOLLOWUP STUDIES, HANDICAPPED, MENTALLY HANDICAPPED, PHYSICALLY HANDICAPPED, SHELTERED WORKSHOPS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL FOLLOWUP, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, WELFARE RECIPIENTS, WORKMANS COMPENSATION
THIS REPORT DESCRIBES THE POST-CLOSURE VOCATIONAL STATUS OF A RANDOM SAMPLE OF FIVE SEPARATE MINNESOTA DIVISION OF VOCATIONAL REHABILITATION PROGRAM GROUPS (1) PHYSICALLY DISABLED; (2) MENTALLY ILL; (3) MENTALLY RETARDED; (4) PUBLIC ASSISTANCE RECIPIENTS; AND (5) WORKMENS COMPENSATION RECIPIENTS. THE STUDY, BASED ON BENEFIT/COST THEORY, DEMONSTRATES THE CONTINUING ECONOMIC BENEFITS WHICH RESULT FROM THE INVESTMENT OF STATE AND FEDERAL FUNDS IN THE REHABILITATION OF THE DISABLED. CONCLUSIONS INDICATE THAT (1) AT THE TIME OF FOLLOWUP, 75% OF THE REHABILITANTS STUDIED WERE PRODUCTIVELY ENGAGED IN COMPETITIVE OR SHELTERED EMPLOYMENT OR AS HOMEMAKERS; (2) 60% OF THE REHABILITANTS FORMERLY ON PUBLIC ASSISTANCE WERE REMOVED FROM THE WELFARE ROLLS; AND (3) ECONOMIC BENEFITS IN TERMS OF INCREASED EARNINGS AND REDUCED WELFARE PAYMENTS EQUALLED THE COST OF ALL REHABILITATION SERVICES WITHIN A PERIOD OF LESS THAN ONE YEAR. THE REPORT CONCLUDES THAT REHABILITATION PROGRAMS ARE A PROFITABLE AND WORTHY INVESTMENT. (TL)
ERIC: ED049481

5196 VOCATIONAL THEORIES DIRECTION TO NOWHERE FEB 75
WARNATH, CHARLES F.
PERSONNEL AND GUIDANCE JOURNAL;53;6;422-429
JOB SATISFACTION, VOCATIONAL COUNSELING, CAREER PLANNING, CAREER EDUCATION, WORK ATTITUDES, COUNSELING, WORK ENVIRONMENT, LITERATURE REVIEWS
ARTICLE DISCUSSES WORK NEGLECTED BY COUNSELORS AND PSYCHOLOGISTS IN RELATION TO VOCATIONAL THEORY AND CAREER COUNSELING. ARTICLE CONCLUDES THAT WORK FOR MAJORITY OF PEOPLE IS NOT FULFILLING. (AUTHOR)
ERIC: EJ112255

5197 VOCATIONAL TRAINING IN THE EUROPEAN ECONOMIC COMMUNITY, WITH PARTICULAR REFERENCE TO ITS LIKELY IMPACT ON BRITISH TRAINING POLICY AND PRACTICE. SEP 72
PERRY, P. J. C., COMP.
BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION, LONDON (ENGLAND).
NOTES: 123P.
ADULT VOCATIONAL EDUCATION, EDUCATIONAL POLICY, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, EXCHANGE PROGRAMS, FOREIGN COUNTRIES, INDUSTRIAL EDUCATION, INTERNATIONAL PROGRAMS, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, PERSONNEL MANAGEMENT, TECHNICAL EDUCATION, EEC, EUROPEAN ECONOMIC COMMUNITY
THIS REPORT DOCUMENTS THE VISITS OF A BRITISH DELEGATION COMPOSED OF REPRESENTATIVES FROM THREE BRITISH VOCATIONAL TRAINING ORGANIZATIONS TO THE COMMISSION OF THE EUROPEAN ECONOMIC COMMUNITY (EEC) AND TO FRANCE, THE FEDERAL REPUBLIC OF GERMANY, ITALY, THE NETHERLANDS, AND BELGIUM DURING JUNE 6-14, 1972. THE KEY AREAS INVESTIGATED WERE (1) THE EECS COMMON VOCATIONAL TRAINING POLICY, (2) DEVELOPMENT OF A COMMON WORKING PROGRAM IN VOCATIONAL TRAINING, (3) VOCATIONAL GUIDANCE, (4) VOCATIONAL TRAINING OF ADULTS AS PART OF EMPLOYMENT POLICY, (5) HARMONIZATION OF QUALIFICATIONS, (6) MANAGEMENT TRAINING, (7) OPERATION OF THE EUROPEAN SOCIAL FUND WITH REFERENCE TO THE RETRAINING OF MANPOWER, AND (8) THE EXCHANGE OF YOUNG WORKERS. INDIVIDUAL REPORTS ARE PROVIDED ON THESE TOPICS FROM VISITS AND MEETINGS IN THE VARIOUS EEC COUNTRIES WITH THE USE OF STRUCTURED QUESTIONNAIRES AND BACKGROUND DATA STUDIED OVER SEVERAL PREVIOUS MONTHS. THE UNOFFICIAL STATUS OF THE DELEGATION PERMITTED MORE FREEDOM AND FLEXIBILITY IN DISCUSSIONS, AND SOME ORGANIZATIONS IN THE COUNTRIES VISITED REGRETTED THAT VOLUNTARY AND PROFESSIONAL

(CONT.)
5197 ORGANIZATIONS IN THEIR COUNTRIES DID NOT EXERCISE THE SAME INFLUENCE AS THEY DID IN BRITAIN. APPENDED TO THE REPORT ARE KEY DOCUMENTS ON WHICH THE EECS VOCATIONAL TRAINING POLICY IS BASED. (MF)
ERIC: ED080694 BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION, 16 PARK CRESCENT, LONDON W1N 4AP, ENGLAND (NO PRICE QUOTED)

5198 VOCATIONAL TRAINING, EMPLOYMENT AND UNEMPLOYMENT. PART THREE--PROFILES OF NINE AMERICAN CITIES. MAY 69
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF PROGRAMS FOR THE DISADVANTAGED.
NOTES: 171P.
BIBLIOGRAPHIES, DECENTRALIZATION, DISADVANTAGED YOUTH, EMPLOYMENT, INDUSTRIAL STRUCTURE, LABOR MARKET, MINORITY GROUPS, NEGRO POPULATION TRENDS, POPULATION GROWTH, TABLES (DATA), UNEMPLOYMENT, URBAN YOUTH, VOCATIONAL EDUCATION, ATLANTA, CHICAGO, CLEVELAND, KANSAS CITY, LOS ANGELES, NEW ORLEANS, NEW YORK, SAN FRANCISCO, WASHINGTON D.C.
PROBLEMS OF UNEMPLOYED YOUTH ARE PRESENTED IN THE CONTEXT OF URBAN DEVELOPMENT IN NINE AMERICAN CITIES ATLANTA, CHICAGO, CLEVELAND, KANSAS CITY, LOS ANGELES, NEW ORLEANS, NEW YORK, SAN FRANCISCO, AND WASHINGTON, D.C. THE MIGRATION DURING THE 1950S OF THE URBAN WHITE POPULATION TO THE SUBURBS INITIATED A SIGNIFICANT CHANGE IN THE ECONOMIC AND DEMOGRAPHIC STRUCTURE OF THE AMERICAN CITY. SIMULTANEOUSLY SUBSTANTIAL NUMBERS OF NONWHITES, MOSTLY NEGROES FROM THE SOUTH, WERE MIGRATING TO THE INNER CITY IN SEARCH OF JOB OPPORTUNITIES AND HIGH WAGES. HOWEVER, TRADITIONAL JOB OPPORTUNITIES IN URBAN MANUFACTURING WERE DECREASING. FOR EXAMPLE, MANUFACTURING EMPLOYMENT IN NEW YORK CITY DECLINED BY 18 PERCENT BETWEEN 1953 AND 1965, COMPARED WITH A GAIN OF 7 PERCENT FOR ITS SUBURBAN COUNTIES. ALSO, BETWEEN 1960 AND 1965, THE INNER CITY NEGRO TEENAGE POPULATION INCREASED BY OVER 50 PERCENT. WITHIN THIS SETTING OF INDUSTRIAL AND DEMOGRAPHIC CHANGE, VOCATIONAL EDUCATION AND EMPLOYMENT ARE EXAMINED WITH PARTICULAR REFERENCE FOR MINORITY YOUTH AND FOR REQUIREMENTS OF MANPOWER AND TRAINING PROGRAMS. RELATED REPORTS ON NATIONAL TRENDS AND ON PROFILES OF THE STATES ARE AVAILABLE AS ED 029 112. (CH)
ERIC: ED034942

5199 VOCATIONAL VALUES AND EMPLOYMENT OUTCOMES OF THE DISADVANTAGED MAR 72
BITTER, JAMES A.;AND OTHERS
JOURNAL OF EMPLOYMENT COUNSELING:9:1:34-40
DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, UNEMPLOYMENT, VALUES, VOCATIONAL DEVELOPMENT
ERIC: EJ052934

5200 VOCATIONAL YOUTH ORGANIZATIONS. MAY 72
RUMPF, EDWIN L.
NOTES: 16P.
OBJECTIVES, VALUES, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, YOUTH CLUBS, YOUTH PROGRAMS
THE ROLE OF VOCATIONAL EDUCATION YOUTH ORGANIZATIONS IN THE INSTRUCTIONAL PROGRAM IS DISCUSSED IN THE BRIEF PAMPHLET. COMMON AIMS AND PURPOSES AS WELL AS SHORT SUMMARY STATEMENTS ARE PRESENTED ABOUT FUTURE FARMERS OF AMERICA (FFA), FUTURE HOMEMAKERS OF AMERICA (FHA), DISTRIBUTIVE EDUCATION CLUBS OF AMERICA (DECA), VOCATIONAL INDUSTRIAL CLUBS OF AMERICA (VICA), THE OFFICE EDUCATION ASSOCIATION (OEA), AND FUTURE BUSINESS LEADERS OF AMERICA (FBLA). INFORMATION IS PROVIDED ABOUT MEMBERSHIP AND ABOUT THE BREADTH AND QUALITY OF SERVICES OFFERED BY THESE YOUTH CLUBS. (NJ)
ERIC: ED120575 PUBLICATION SALES, AMERICAN VOCATIONAL ASSOCIATION, 1510 H STREET, N.W., WASHINGTON, D.C. 20005 (ORDER NO. 46372, $0.50 EA.; 10% DISCOUNT ON ORDERS OF 10 OR MORE)

5201 VOCATIONAL-TECHNICAL TRAINING AND TECHNOLOGICAL CHANGE 69 JUL
KRAFT, RICHARD H. P.
EDUC TECHNOL:9:7:12-13
CURRICULUM EVALUATION, EDUCATIONAL PHILOSOPHY, EDUCATIONAL PLANNING, INDUSTRIAL EDUCATION, LABOR CONDITIONS, RESEARCH NEEDS, SCHOOL INDUSTRY RELATIONSHIP, SOCIAL CHANGE, TECHNICAL EDUCATION, VOCATIONAL EDUCATION
ERIC: EJ006971

5202 A VOCATIONALLY ORIENTED SKILLS CENTER FOR REMEDIAL LEARNING MAR-APR 77
MESSENGER, JOHN
TECHNICAL EDUCATION NEWS:36:3:19-20,24
REMEDIAL INSTRUCTION, SKILL CENTERS, BASIC SKILLS, MULTIMEDIA INSTRUCTION, TEACHING TECHNIQUES, AREA VOCATIONAL SCHOOLS, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION, ADULT BASIC EDUCATION, KANSAS (EMPORIA)
A LEARNING SKILLS CENTER WAS SET UP IN FLINT HILLS AREA VOCATIONAL-TECHNICAL SCHOOL, EMPORIA, KANSAS, TO PROVIDE REMEDIAL INSTRUCTION IN BASIC SKILLS LEADING TO STUDENT SUCCESS IN THE REGULAR VOCATIONAL PROGRAM. GROUP INSTRUCTION, INDIVIDUALIZED INSTRUCTION, AND MULTIMEDIA AIDS ARE USED TO HELP THE PARTICIPANTS (HIGH SCHOOL STUDENTS AND ADULTS) WITH READING, WRITING, MATH, AND ORAL COMMUNICATION. (MF)
ERIC: EJ159284

5203 VOLUNTARY AND INVOLUNTARY UNEMPLOYMENT. A SYMPOSIUM. PUBLIC AFFAIRS CONFERENCE REPORT NO. 1. 64
GAINSBRUGH, MARTIN R., ED.
NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., NEW YORK, N.Y.

(CONT.)
5203 NOTES: 54P.
LABOR ECONOMICS, EMPLOYMENT LEVEL, UNEMPLOYED, LABOR MARKET, MANPOWER NEEDS, UNEMPLOYMENT INSURANCE, LABOR FORCE NONPARTICIPANTS, LABOR TURNOVER, MINIMUM WAGE
ECONOMISTS AND INDUSTRIALISTS ATTENDED A CONFERENCE FOCUSING ON THE CAUSES, CURES, AND MEASUREMENT OF UNEMPLOYMENT. THE MEETING OPENED WITH A REMINDER THAT UNEMPLOYMENT IS LESS OF A PROBLEM THAN MANY BELIEVE BECAUSE IT IS DUE TO GROWTH IN THE LABOR FORCE INSTEAD OF A DROP IN TOTAL EMPLOYMENT. SPEAKERS NOTED ALSO THAT INVOLUNTARY UNEMPLOYMENT MAY BE OVERSTATED BECAUSE OF ERRORS IN SAMPLING OR DEFINITION RESULTING IN THOSE VOLUNTARILY UNEMPLOYED BEING INCLUDED IN THE UNEMPLOYMENT RATE. ANOTHER SPEAKER DESCRIBED THE PROBLEM OF HIGH UNEMPLOYMENT INSURANCE PAYMENTS ACTING AS A DISINCENTIVE TO WORK, AND IN SOME CASES MAKING WORK LESS REWARDING FINANCIALLY THAN STAYING AT HOME. (BH)
AIM/ARM: VT005429 NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., 845 THIRD AVENUE, NEW YORK, NEW YORK ($3.00).

5204 VOLUNTEER POWER FOR THE HANDICAPPED MAY 75
LARKIN, TIMOTHY;SHAREK, CARL
MANPOWER:7:5:7-11
VOLUNTARY AGENCIES, AGENCY ROLE, EMPLOYMENT OPPORTUNITIES, PHYSICALLY HANDICAPPED, MENTALLY HANDICAPPED, FEDERAL PROGRAMS, FEMALES, HANDICAPPED, PILOT PROJECTS, MENTAL RETARDATION, PROJECT VOLUNTEER POWER, MANPOWER PROGRAMS, WOMENS ORGANIZATIONS
PROJECT VOLUNTEER POWER WAS A MANPOWER ADMINISTRATION PILOT PROGRAM IN THREE CITIES (BIRMINGHAM, MINNEAPOLIS, AND MALDEN, MASSACHUSETTS) USING VOLUNTEER WOMENS ORGANIZATIONS ON A PLANNED BASIS TO DEVELOP EMPLOYMENT OPPORTUNITIES FOR THE PHYSICALLY HANDICAPPED, THE MENTALLY RETARDED, AND THE MENTALLY RESTORED. (AUTHOR/BP)
ERIC: EJ117090

5205 VOLUNTEERS LOOK AT CORRECTIONS. FEB 69
HARRIS (LOUIS) AND ASSOCIATES, INC., NEW YORK, N.Y. FORD FOUNDATION, NEW YORK, N.Y.; JOINT COMMISSION ON CORRECTIONAL MANPOWER AND TRAINING, WASHINGTON, D.C.
NOTES: 37P.
ATTITUDES, COMMUNITY SERVICES, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, INDIVIDUAL CHARACTERISTICS, NATIONAL SURVEYS, OPINIONS, VOLUNTEERS, JOINT COMMISSION CORRECTIONAL MANPOWER + TRAINING
A RANDOMLY SELECTED SAMPLE OF 541 VOLUNTEERS REPRESENTING THE VARIOUS KINDS OF CORRECTIONS AGENCIES WERE INTERVIEWED TO DETERMINE ATTITUDES TOWARD THE CORRECTIONAL SYSTEM. THE MAJOR SECTIONS OF THE REPORT REPRESENT THE FOUR SUBSTANTIVE AREAS EXAMINED (1) WHO ARE THE VOLUNTEERS, (2) WHY ARE THEY VOLUNTEERS, (3) VOLUNTEER WORK IN THE CORRECTIONAL AGENCY, AND (4) ATTITUDES TOWARD VOLUNTEER WORK IN THE CORRECTIONAL AGENCY. SOME HIGHLIGHTS WERE (1) VOLUNTEERS WERE YOUNGER AND BETTER EDUCATED THAN THE GENERAL ADULT PUBLIC, (2) ABOUT HALF OF THE VOLUNTEERS WERE WOMEN, BUT NEGROES WERE UNDERREPRESENTED, (3) VOLUNTEERS OFFERED THEIR SERVICES (IN ORDER OF DECREASING IMPORTANCE) BECAUSE OF A DESIRE TO HELP OTHERS, A RECOGNITION OF NEED AND A SENSE OF OBLIGATION TO SERVE, AND ANTICIPATED PERSONAL BENEFITS, (4) VOLUNTEERS EMPHASIZED THE RELATIONSHIP OF SOCIAL CONDITIONS TO CRIME AND DELINQUENCY, (5) THERE WAS INDICATION OF OVERCONFIDENCE AND INSENSITIVITY TO THE INHERENT PROBLEMS OF CORRECTIONS SITUATIONS, (6) THERE WAS EVIDENCE OF PASSIVITY ON THE PART OF CORRECTIONS AGENCIES IN TERMS OF RECRUITING, SCREENING, AND TRAINING, (7) FIELD AGENCIES AND ADULT INSTITUTIONS HAVE THE HIGHEST VOLUNTEER PARTICIPATION, AND (8) NINE IN TEN VOLUNTEERS RATE COOPERATION BETWEEN THEMSELVES AND THE PROFESSIONAL STAFF AS USUALLY GOOD. (JK)
ERIC: ED032413 JOINT COMMISSION ON CORRECTIONAL MANPOWER AND TRAINING, 1522 K STREET, N.W., WASHINGTON, D.C. 20005 ($1.00)

5206 VOLUNTEERS TODAY--FINDING, TRAINING AND WORKING WITH THEM. 67
NAYLOR, HARRIET H.
NATIONAL BOARD OF YOUNG MENS CHRISTIAN ASSOCIATION, NEW YORK, N.Y.
ADMINISTRATIVE PERSONNEL, ADULT LEARNING, CURRICULUM DEVELOPMENT, FEDERAL PROGRAMS, INSTRUCTIONAL MATERIALS, JOB ANALYSIS, LEADERSHIP TRAINING, MOTIVATION, PARTICIPANT SATISFACTION, PARTICIPATION, PLACEMENT, PROGRAM DESIGN, RECRUITMENT, SCHEDULING, STAFF ORIENTATION, SUPERVISION, TRAINING OBJECTIVES, TRAINING TECHNIQUES, VOLUNTARY AGENCIES, VOLUNTEERS
THE MAJOR CHALLENGE NOW FACING VOLUNTARY ORGANIZATIONS, ESPECIALLY IN VIEW OF SUCH COMPETING FEDERAL PROGRAMS AS THE PEACE CORPS AND VISTA, IS TO RECRUIT, TRAIN, AND HOLD A SUFFICIENT NUMBER OF PROMISING VOLUNTEERS, PARTICULARLY AT THE POLICY MAKING LEVEL. SINCE FUTURE VOLUNTEERS WILL COME INCREASINGLY FROM THE RANKS OF THE TECHNICALLY EDUCATED RATHER THAN THE LIBERALLY AND PROFESSIONALLY EDUCATED, TRAINING PROCEDURES AND UNDERLYING ASSUMPTIONS MUST BE ALTERED ACCORDINGLY. TRAINING SHOULD COMPRISE ORIENTATION TO ORGANIZATIONAL PURPOSES AND PROCEDURES, INITIAL JOB TRAINING COURSES, AND ADVANCED TRAINING THROUGH WORKSHOPS, CONFERENCES, AND SIMILAR MEANS. TRAINING DESIGN INVOLVES SEVERAL DIMENSIONS--PERSONNEL (NEW TRAINEES, BOARD MEMBERS, FUND RAISERS, GROUP LEADERS, COMMITTEE CHAIRMEN AND SECRETARIES), OBJECTIVES, RESOURCE PERSONS AND MATERIALS, METHODS AND FORMS OF TRAINING, SCHEDULING, AND SPECIAL EQUIPMENT AND SERVICES. CAREFUL SELECTION AND PLACEMENT, PROVISION FOR MOBILITY, AND A CONSIDERATION OF FUTURE NEEDS ARE ALSO VITAL. (THE DOCUMENT INCLUDES EXAMPLES OF JOB DESCRIPTIONS, A QUESTIONNAIRE, DIAGRAMS AND FORMS, AND 72 REFERENCES.) THIS DOCUMENT IS AVAILABLE FROM ASSOCIATION PRESS, NEW YORK. (LY)
ERIC: ED014645

5207 VOUCHER FUNDING OF TRAINING A STUDY OF THE GI BILL. OCT 76
ONEILL, DAVID:ROSS, SUE GEOTZ
PUBLIC RESEARCH INST., ARLINGTON, VA. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-21-51-75-14
NOTES: 162P.
EDUCATIONAL ASSESSMENT, EDUCATIONAL RESEARCH, EDUCATION VOUCHERS, FEDERAL PROGRAMS, HIGHER EDUCATION, INCOME, JOB TRAINING, POST SECONDARY EDUCATION, PROGRAM EFFECTIVENESS, RACIAL DIFFERENCES, USE STUDIES, VETERANS EDUCATION, VOCATIONAL EDUCATION, GI BILL
THE STUDY ASSESSED THE USE OF VOUCHERS FOR FUNDING MANPOWER TRAINING, USING THE GI BILL AS A TEST CASE. FOCUS WAS ON VOCATIONAL TRAINING, ALTHOUGH ON-THE-JOB TRAINING (OJT), CORRESPONDENCE, AND COLLEGE TRAINING WERE ALSO EXAMINED. THE VALUE OF TRAINING WAS ESTIMATED BY THE EXTENT TO WHICH IT LEADS TO INCREASED EARNINGS. LONGITUDINAL EARNINGS HISTORIES OF VETERANS WHO USED EACH TYPE OF TRAINING WERE COMPARED TO THOSE OF A CONTROL GROUP OF NONUSERS WITH SIMILAR PERSONAL CHARACTERISTICS AND INITIAL EARNING CAPACITY. THE GAIN DUE TO TRAINING WAS ESTIMATED AS THE DIFFERENCE BETWEEN THE EARNINGS OF TRAINEES AND THE EARNINGS OF THE CONTROL GROUP. THE STUDY SHOWED THAT VOCATIONAL TRAINEES FUNDED BY THE GI BILL INCREASED THEIR EARNINGS BY ABOUT 10(, ABOUT TWICE AS GREAT AN INCREASE AS HAD BEEN ESTIMATED ELSEWHERE FOR NONVOUCHER GOVERNMENT PROGRAMS. THE TRAINING APPEARED TO BE PARTICULARLY VALUABLE FOR BLACKS AND FOR THOSE WITH RELATIVELY LITTLE PRIOR EDUCATION. ANALYSIS OF THE USE OF BENEFITS BY VIETNAM-ERA VETERANS SHOWED THAT BLACKS PARTICIPATE IN TRAINING AT A HIGHER RATE THAN SIMILAR WHITES. (AUTHOR/HD)
ERIC: ED141506 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

5208 VOUCHERED SKILL TRAINING IN WIN PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS. FEB 77
RICHARDSON, ANN
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-51-11-73-02
NOTES: 125P.: NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORIGINAL
ADMINISTRATIVE AGENCIES, AGENCY ROLE, EDUCATION VOUCHERS, EMPLOYERS, FEDERAL PROGRAMS, JOB TRAINING, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, WELFARE AGENCIES, WELFARE RECIPIENTS, UNITED STATES, WORK INCENTIVE PROGRAM
THE VOUCHER TRAINING PROGRAM FOR WORK INCENTIVE PROGRAM (WIN) CLIENTS DESCRIBED WITHIN THIS INTERIM REPORT IS A SYSTEM FOR PROVIDING OCCUPATIONAL TRAINING TO CLIENTS THROUGH ENTITLEMENTS RATHER THAN DIRECT SERVICE (CLIENT AND TRAINER ARE IN A DIRECT RELATIONSHIP FACILITATED BY THE AGENCY). THE BASIC PROGRAM OBJECTIVE, DISCUSSED IN THE INTRODUCTION, IS TO MAXIMIZE THE EXTENT TO WHICH CLIENTS MAKE OCCUPATIONAL DECISIONS, SELECTING THE TYPE OF TRAINING WHICH THEY FEEL IS MOST SUITABLE (IN A VOCATIONAL SCHOOL OR ON THE JOB) AND NEGOTIATING FOR TRAINING WITHOUT INTERCESSION BY WIN BUT WITHIN THE CONTEXT OF EXISTING STATUTES AND PROGRAM GUIDELINES. PART I DESCRIBES THE PROCEDURES IN ADMINISTERING THE VOUCHER PROGRAM AND THE ROLE OF THE WIN STAFF AND INCLUDES (1) THE PROGRAM DESIGN, (2) THE VOUCHER PROCESS, (3) SPECIAL COUNSELING AND INFORMATION SYSTEM, AND (4) STAFF QUALIFICATION AND TRAINING. PART II DEALS WITH ADMINISTRATIVE CONSIDERATIONS BEARING ON THE FEASIBILITY OF THE VOUCHERING SYSTEM AND CONTAINS SELECTED EMPIRICAL FINDINGS FROM PROGRAM FIELD TESTS CONDUCTED BETWEEN 1974 AND 1976 IN PORTLAND, OREGON AND BALTIMORE, MARYLAND. COMPARISONS ARE MADE BETWEEN VOUCHERED (INSTITUTIONAL AND OJT) AND REGULAR CLIENTS WITH RESPECT TO DEMOGRAPHIC CHARACTERISTICS, TRAINING OCCUPATIONS, SCHOOL AND/OR EMPLOYER CHARACTERISTICS, LENGTH AND COST OF TRAINING, AND TRAINING COMPLETION RATES. COMPLETE FINDINGS AND A SUMMARY OF FINDINGS ARE INCLUDED ALONG WITH SAMPLE COPIES OF A VOUCHER AND OTHER PROGRAM MATERIALS. (EM)
ERIC: ED139915

5209 WAGE AND PRICE MOVEMENTS A DISCUSSION OF RECENT DEVELOPMENT OCT 76
JONISH, JAMES E.
TEXAS TECH UNIV., LUBBOCK. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-3-9-M-6-4673
NOTES: FINAL REPT. 73P
ECONOMIC ANALYSIS, SALARIES, PRICES, INDUSTRIAL RELATIONS, LABOR MARKET, LAG(DELAY), ADJUSTMENT(ECONOMICS), NTISLABASP
IN THIS PAPER THE GENERAL WAGE AND PRICE ENVIRONMENT IN THE U.S. FOR THE LAST SEVERAL YEARS IS PRESENTED. WHERE POSSIBLE, THE INFLUENCES THAT HAVE SHAPED THE WAGE-PRICE ENVIRONMENT ARE GIVEN AS WELL. CHANGES IN THE RATES OF INCREASE IN MONEY WAGES AND PRICES ARE RELATED TO CHANGES IN AGGREGATE DEMAND AND THE RESULTANT CHANGES IN EMPLOYMENT AND UNEMPLOYMENT IN THE LABOR MARKET. THE RATES OF ADJUSTMENT OF THESE MONEY WAGES AND PRICES ARE STRONGLY INFLUENCED BY THE HETEROGENEOUS NATURE OF MARKETS AND THE INSTITUTIONAL FORCES PRESENT IN THE MARKETPLACE. QUANTITIES SUCH AS INVENTORIES, UNFILLED ORDERS, JOB VACANCIES, AND UNEMPLOYMENT ADJUST MORE RAPIDLY THAN PRICES, INCLUDING WAGE RATES. THESE LAGS IN THE ADJUSTMENT PROCESS OF NOMINAL MAGNITUDES OVER PHYSICAL MAGNITUDES LEAD TO THE PERSISTENCE OF INFLATIONARY PRESSURES IN THE FACE OF HIGH UNEMPLOYMENT. THE DOWNWARD RIGIDITY OF MONEY WAGES AND PRICES IS WELL KNOWN. THE RECENT RESURGENCE OF COST OF LIVING CLAUSES IS OBSERVED.
NTIS: PB-262 945/1ST NTIS PRICES PC A04/MF A01

5210 WAGE DIFFERENTIALS BETWEEN FEDERAL GOVERNMENT AND PRIVATE SECTOR WORKERS. MAY 74
SMITH, SHARON PATRICIA
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 265P.; PH.D. DISSERTATION, RUTGERS UNIVERSITY
DOCTORAL THESES, ECONOMIC FACTORS, ECONOMIC RESEARCH, FEDERAL GOVERNMENT, FRINGE BENEFITS, GOVERNMENT EMPLOYEES, PERSONNEL POLICY, SALARY DIFFERENTIALS, STATISTICAL ANALYSIS, TABLES (DATA), WAGES
THIS STUDY EXAMINED THE EARNINGS AND WAGE RATE DIFFERENTIALS BETWEEN FEDERAL GOVERNMENT AND PRIVATE SECTOR WORKERS IN 1960 AND 1970 TO CONSIDER THE COMPARABILITY OF THESE WORKERS AND THE APPLICATION OF THE COMPARABILITY DOCTRINE IN FEDERAL PAY POLICY DURING THAT PERIOD. TWO TYPES OF EARNINGS AND WAGE RATE EQUATIONS WERE ESTIMATED BY ORDINARY LEAST SQUARES FOR ALL FEDERAL AND ALL PRIVATE WORKERS AND EIGHT RACE-SEX GROUPS OF FEDERAL AND PRIVATE WORKERS. THE DATA CAME FROM THE 1960 AND 1970 PUBLIC USE SAMPLES. RONALD OAXACAS TECHNIQUE FOR ANALYZING DIFFERENTIALS WAS EMPLOYED TO DECOMPOSE THE ESTIMATED DIFFERENTIALS INTO A PART ATTRIBUTABLE TO DIFFERENCES IN CHARACTERISTICS BETWEEN THE TWO TYPES OF WORKERS AND A PART ASCRIBED TO ECONOMIC RENT PAID TO FEDERAL WORKERS. THESE RESULTS INDICATED THAT FEDERAL EARNINGS AND WAGE RATES EXCEEDED PRIVATE IN BOTH YEARS FOR EVERY GROUP EXAMINED. THE LARGEST PROPORTION OF THE DIFFERENTIALS, OVER 70 PERCENT IN MOST CASES, FOR MOST RACE-SEX GROUPS CONSISTED OF ECONOMIC RENT PAID TO FEDERAL WORKERS. IT WAS CONCLUDED THAT THE SOURCE OF THIS IS THE FEDERAL CAREER EMPLOYEES SYSTEM. IT WAS RECOMMENDED THAT THE NUMBER OF APPLICANTS AT EACH FEDERAL JOB LEVEL BE WEIGHTED IN CONSIDERATIONS OF FEDERAL PAY RAISES. (THE DOCUMENT CONCLUDES WITH EIGHT PAGES OF A SELECTED BIBLIOGRAPHY AND AN APPENDIX OF THE MEANS OF VARIABLES.) (AUTHOR)
ERIC: ED101065 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5211 THE WAGE FLAW IN FRIEDMAN AND KEYNES 1976
BUSINESS WEEK, NO.2442, JULY 26, 1976, P. 65.
COLLECTIVE BARGAINING, ECONOMIC THEORY, ECONOMICS, GOVERNMENT POLICY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, UNEMPLOYMENT, UNIONS, WAGE CONTROL
NEITHER KEYNES NOR FRIEDMAN WAS HAPPY WAGES ARE SET IN COLLECTIVE BARGAINING AGREEMENTS, AND A VOLUNTARY WAGE RESTRAINT THEORY IS ESPOUSED BY WEST GERMANY BUNDESBANKS OTMAR EMMINGER. POLICYMAKERS ARE IN A DILEMMA RESULTING FROM THE CONFLICTING VIEWS, AND WITH UNIONS AGREEING TO KEEP A LID ON WAGE REQUESTS, GOVERNMENTS CAN KEEP INFLATION DOWN WITHOUT MASSIVE UNEMPLOYMENT.
MGMT: BWE7602665

5212 WAGES (WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICE) FINAL REPORT. SEP 74
THOMAS, LEATHIA S.;DICKEY, SANDY
UNITED WAY OF GREATER MEMPHIS, TENN.; WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICE, MEMPHIS, TENN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 69P.
CHANGE STRATEGIES, CHANGING ATTITUDES, COMMUNITY SERVICE PROGRAMS, COUNSELING SERVICES, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EQUAL OPPORTUNITIES (JOBS), FEMALES, INDIVIDUAL NEEDS, JOB APPLICATION, JOB PLACEMENT, JOB TRAINING, PARTICIPANT CHARACTERISTICS, PROGRAM DESCRIPTIONS, SEX DISCRIMINATION, WORK ENVIRONMENT, WORKING WOMEN, PROJECT WAGES, WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICE
THE TWO-YEAR REPORT OF THE WAGES PROJECT (WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICE) DOCUMENTS THE GROWTH, PROBLEMS, AND SUCCESS EXPERIENCED THROUGH EFFORTS TO OPEN NONTRADITIONAL FIELDS OF EMPLOYMENT TO WOMEN BY WAY OF A COMMUNITY-BASED PROGRAM IN MEMPHIS, TENNESSEE. STAFF AND VOLUNTEERS PROVIDED COUNSELING AND REFERRALS TO APPLICANTS. PERSONAL PRESENTATIONS WERE MADE TO EMPLOYERS TO INFORM THEM OF BENEFITS THROUGH THE PROJECT AND TO OPEN JOBS. SUPPORTIVE SERVICES INCLUDED AID FOR TRAINING, TRANSPORTATION, CHILD CARE, AND JOB FINDING TECHNIQUES. ACTIVITIES CENTERED ON THE PROMOTION OF EMPLOYMENT BASED ON MERIT AND QUALIFICATION RATHER THAN RACE OR SEX AND RELATING TO THE TARGET POPULATION THROUGH SELF-CONCEPTS, MOTIVATION, AND ORIENTATION TO THE WORLD OF WORK. IT WAS FOUND THAT (1) JOBS SOLVED MORE PROBLEMS THAN SOCIAL SERVICES; (2) WOMEN ARE RELUCTANT TO ENTER MALE DOMINATED EMPLOYMENT AREAS; (3) WOMEN NEED TECHNICAL SKILL TRAINING TO COMPETE FOR JOBS; (4) WOMEN AIDED BY THE PROJECT LACKED MOTIVATION AND AN ADEQUATE SELF-IMAGE. RECOMMENDATIONS FOR FUTURE EFFORTS ARE ENUMERATED. THE 1972-73 COMPREHENSIVE JOB PLACEMENT REPORT AND APPLICANTS PROFILE ARE APPENDED. (AUTHOR)
ERIC: ED102382

5213 WAGES (WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICE). NON-TRADITIONAL JOBS...WOMEN WANT THEM; THE LAW SUPPORTS THEM SEP 74
THOMAS, LEATHIA S.;DICKEY, SANDY
UNITED WAY OF GREATER MEMPHIS, TENN. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-39-47-72-02
NOTES: REPT. FOR 1 JUN 72-15 JUN 74 68P
SPECIALIZED TRAINING, FEMALES, WAGES PROJECT, NTISLABROU
THE GOALS OF THE PROGRAM ARE TO AID AND SUPPLEMENT EXISTING AGENCY EFFORTS TO OPEN AND EXPAND EMPLOYMENT OPPORTUNITIES THROUGH VOLUNTEERS AND TO CREATE ENTRY INTO EMPLOYMENT AREAS TRADITIONALLY CLOSED TO WOMEN. STAFF AND VOLUNTEERS PROVIDED COUNSELING AND REFERRALS TO APPLICANTS. PERSONAL PRESENTATIONS WERE MADE TO EMPLOYERS TO INFORM THEM OF BENEFITS THROUGH THE PROJECT AND TO OPEN JOBS. SUPPORTIVE SERVICES INCLUDED AID FOR TRAINING, TRANSPORTATION, CHILD CARE AND JOB FINDING TECHNIQUES. ACTIVITIES CENTERED ON

(CONT.)
5213 THE PROMOTION OF EMPLOYMENT BASED ON MERIT AND QUALIFICATION RATHER THAN RACE OR SEX AND RELATING TO THE TARGET POPULATION THROUGH SELF-CONCEPTS. MOTIVATION AND ORIENTATION TO THE WORLD OF WORK.
NTIS: PB-241 900/0ST NTIS PRICES PC$4.25/MF$2.25

5214 WAGES AND HOURS OF WORK OF NONSUPERVISORY EMPLOYEES IN ALL PRIVATE NONFARM INDUSTRIES BY COVERAGE STATUS UNDER THE FAIR LABOR STANDARDS ACT. 72
DEPARTMENT OF LABOR, WASHINGTON, D. C. EMPLOYMENT STANDARDS ADMINISTRATION.
NOTES: 138P.
ECONOMIC STATUS. INDUSTRIAL PERSONNEL. LABOR ECONOMICS. LABOR STANDARDS. METHODS. MINIMUM WAGE LEGISLATION. NATIONAL SURVEYS. PROGRAM EFFECTIVENESS. TABLES (DATA). WAGES. WORKING HOURS. FAIR LABOR STANDARDS ACT. NONSUPERVISORY EMPLOYEES
AT THE REQUEST OF THE EMPLOYMENT STANDARDS ADMINISTRATION, THE BUREAU OF LABOR STATISTICS CONDUCTED A NATIONWIDE SURVEY OF PRIVATE NONFARM INDUSTRIES. DESIGNED TO PROVIDE COMPREHENSIVE FREQUENCY DISTRIBUTIONS OF NONSUPERVISORY EMPLOYEES BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS AND WEEKLY HOURS OF WORK BY COVERAGE STATUS UNDER THE FAIR LABOR STANDARDS ACT. INCLUDING ALL PRIVATE NONFARM INDUSTRIES EXCEPT PRIVATE HOUSEHOLD SERVICES. THE SURVEY DATA, WHICH RELATE TO A PAYROLL PERIOD IN APRIL 1970, ADD A NEW DIMENSION TO THE DEPARTMENT OF LABORS CONTINUING RESEARCH PROGRAM OF EVALUATING THE ECONOMIC IMPLICATIONS OF THE FAIR LABOR STANDARDS ACT. IN ADDITION TO PROVIDING AN OVERVIEW OF EXISTING WAGE AND HOURS STRUCTURES AND DIFFERENCES OR SIMILARITIES WHEN VIEWED BY INDUSTRY, REGION, COVERAGE STATUS, OR UNIONIZATION, THE SURVEY PROVIDES THE BASIS FOR ASCERTAINING THE BENEFITS AND THE DIRECT WAGE BILL COSTS ASSOCIATED WITH PROPOSED CHANGES IN LABOR PROVISIONS. DATA, PRESENTED IN EXTENSIVE TABLES, INDICATE THAT (1) THE FEDERAL MINIMUM WAGE IS MORE IMPORTANT TO EMPLOYEES IN NONUNIONIZED THAN IN UNIONIZED ESTABLISHMENTS, (2) THE WAGE BILL IMPACT IS GREATEST IN THE SOUTH, (3) TOTAL HOURS WORKED DURING THE SURVEY WEEK INCREASED AS AVERAGE HOURLY EARNINGS ROSE, AND (4) EARNINGS WERE HIGHEST IN PREVIOUSLY COVERED INDUSTRIES, METROPOLITAN AREAS, AND THE WEST, AND LOWEST IN RETAIL TRADES, SERVICES, NONCOVERED INDUSTRIES, AND THE SOUTH. (AUTHOR/AG)
ERIC: ED067506

5215 WAGES, PRICES, AND UNEMPLOYMENT, 1900-1970 1975
GORDON, R.A.
INDUSTRIAL RELATIONS, VOL.14, NO.3, OCT 1975, P. 273-301. BIBLIOG. 51
ECONOMICS. INDUSTRIAL RELATIONS. PRICE. PUBLIC ADMINISTRATION. QUANTITATIVE METHODS. UNEMPLOYMENT. WAGES
THE THEORETICAL RELATIONSHIP OF WAGES, PRICES, AND UNEMPLOYMENT IS TRACED THROUGH THE 20TH CENTURY. PRICE- CHANGE VARIABLES AND MORE COMPLETE ANALYSIS OF ECONOMIC DATA CONTRIBUTE TO SOME SIGNIFICANT UNDERSTANDINGS AND MODIFICATIONS OF BASIC TENETS SUCH AS THE PHILLIPS CURVE AND OTHER THEORIES.
MGMT: IDR7540273

5216 WAITRESS (HOTEL + REST.) 2-27.12--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 61
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS. CUTTING SCORES. EVALUATION CRITERIA. FOOD SERVICE WORKERS. JOB APPLICANTS. JOB SKILLS. NORMS. OCCUPATIONAL GUIDANCE. PERSONNEL EVALUATION. TEST RELIABILITY. TEST VALIDITY. GATB. GENERAL APTITUDE TEST BATTERY. WAITRESS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062442

5217 WAITRESS (MEDICAL SER.) 2-27.89--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS. CUTTING SCORES. EVALUATION CRITERIA. FOOD SERVICE WORKERS. JOB APPLICANTS. JOB SKILLS. NORMS. OCCUPATIONAL GUIDANCE. PERSONNEL EVALUATION. TEST RELIABILITY. TEST VALIDITY. GATB. GENERAL APTITUDE TEST BATTERY. WAITRESS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD

(CONT.)
5217 SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066467

5218 THE MAKING UP OF THE PUBLIC INTEREST MOVEMENT 1975
REED, L.S.
EUROPEAN BUSINESS, NO.43, WINTER 1975, P. 17-24.
BOARD OF DIRECTORS, BOYCOTT, CONSUMER GOODS, CORPORATE BEHAVIOR, CORPORATE RESPONSIBILITY, EXTERNAL ENVIRONMENT, GOVERNMENT AGENCY, GOVERNMENT REGULATION, LAW, MANAGEMENT, MANAGEMENT FUNCTIONS, MARKETING, MINORITIES, STOCKHOLDER, UNIONS
CORPORATIONS FACE PRESSURES FROM ACTIVISTS GROUPS CONCERNED WITH SOCIAL RESPONSIBILITY, INCLUDING CONSUMER PRODUCT BOYCOTTS, COALITIONS, SHAREHOLDER AND LEGAL ACTION.
MGMT: EU975M0017

5219 WALLS AGAINST POVERTY FEB 71
MANPOWER:3:2:21-25
ADULT VOCATIONAL EDUCATION, APPRENTICESHIPS, BUILDING TRADES, CULTURALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, JOBS
ERIC: EJ033216

5220 WANT TO SPECIALIZE, CONSIDER BECOMING A WOMENS HEALTH-CARE NURSE PRACTITIONER 1976
COLLS, JEAN
NOTES: 3P
HEALTH OCCUPATIONS, HEALTH CARE SERVICES, HRP/KB, HRP/PA, HRP/KFB, HRP/ZB, HRP/KG, HRPGED/YCA, HRPGED/YCN, HRPOCC/XDAMB, HRPOCC/XDGA, HRPOCC/XDA, REPRINTS, NURSE PRACTITIONERS, GYNECOLOGY, OBSTETRICS, FEMALES, NTISHRANHP
THERE ARE A GROWING NUMBER OF WOMENS HEALTH CARE NURSE PRACTITIONERS, MOST OF WHOM PRACTICE IN CLINICS. THESE NURSES PROVIDE PRIMARY CARE TO WELL WOMEN, INCLUDING SUCH SERVICES AS PHYSICAL ASSESSMENT, PSYCHOSOCIAL ASSESSMENT AND INTERVENTION, MINOR GYNECOLOGICAL DISORDER TREATMENT, CANCER SCREENING, AND FAMILY PLANNING COUNSELING. THE HARBOR GENERAL HOSPITAL - UCLA SCHOOL OF MEDICINE WOMENS HEALTH CARE TRAINING PROGRAM IN CALIFORNIA OFFERS TRAINING THAT INCLUDES 16 WEEKS OF CLASSROOM INSTRUCTION AND CLINICAL PRACTICE FOLLOWED BY AN 9.5-MONTH PRECEPTORSHIP. THE DHEW-FUNDED PROGRAM IS OPEN TO REGISTERED NURSES, PREFERABLY WITH SOME EXPERIENCE IN OBSTETRICS AND GYNECOLOGY. A SUPPLEMENTAL 6-WEEK PROGRAM IS AVAILABLE TO NURSE PRACTITIONERS SPECIALIZING IN PRENATAL OR GYNECOLOGICAL CARE. IN THE 16-WEEK CORE PROGRAM STUDENTS LEARN ABOUT HEALTH MAINTENANCE SERVICES AND RECOGNITION OF THE ABNORMAL FROM NURSE PRACTITIONERS AND MEDICAL SCHOOL FACULTY MEMBERS. PARTICIPANTS ARE REQUIRED TO GIVE TOTAL CARE TO AT LEAST 100 PATIENTS. AN INTERNSHIP, USUALLY LASTING 3 WEEKS, AND 25 HOURS OF HUMAN RELATIONS STUDY ARE INCLUDED. SALARIES FOR WOMENS HEALTH CARE NURSE PRACTITIONERS RANGE FROM APPROXIMATELY $900 PER MONTH TO $1,253 IN SOME SOUTHERN CALIFORNIA SETTINGS. STUDIES HAVE INDICATED THAT PATIENT ACCEPTANCE OF THESE NURSES IS STRONG. SOURCES FOR MORE INFORMATION ABOUT TRAINING PROGRAMS ARE NOTED.
NTIS: HRP-0313455/6ST NTIS PRICE NOT AVAILABLE NTIS

5221 WANTED JOBS WITH FAIR PAY FOR VETERANS WITH DISABILITIES. DEC 74
WILSON, THURLOW R.;RICHARDS, JOHN A.
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DOL-21-51-73-46
NOTES: 49P.; FOR A RELATED DOCUMENT SEE ED 106 526
CASE STUDIES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, EQUAL OPPORTUNITIES (JOBS), JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, PHYSICALLY HANDICAPPED, VETERANS
INTENDED AS A DESK AID FOR PERSONS INVOLVED IN JOB PLACEMENT ACTIVITIES FOR DISABLED VETERANS, VETERANS EMPLOYMENT REPRESENTATIVES, VETERANS ADMINISTRATION AND EMPLOYMENT SERVICE COUNSELORS, EMPLOYMENT OFFICERS OF VETERANS SERVICE ORGANIZATIONS, OR COMPANY PERSONNEL OFFICERS, THIS BOOKLET, USING A QUESTION-ANSWER FORMAT, PRESENTS RESEARCH FINDINGS ON THE EMPLOYMENT OF VIETNAM-ERA VETERANS WITH SERVICE-CONNECTED DISABILITIES. THE AREAS COVERED DEAL WITH (1) THE KINDS OF EMPLOYMENT DIFFICULTIES FACED BY VARIOUS KINDS OF DISABLED VETERANS, (2) HOW VARIOUS DISABLED VETERANS FIND JOBS, (3) JOB DEVELOPMENT AND PLACEMENT HELP WHICH VARIOUS DISABLED VETERANS WANT, (4) THE SUCCESS OF ORGANIZATIONS, SUCH AS THE STATE EMPLOYMENT SERVICE AND THE VETERANS ADMINISTRATION, IN PROVIDING EMPLOYMENT HELP TO DISABLED VETERANS, (5) THE NATURE OF EMPLOYER RESISTANCE TO, AND SUPPORT FOR, HIRING DISABLED VETERANS, (6) THE ARRANGEMENTS AND ACCOMODATIONS THE AVERAGE EMPLOYER MAKES FOR DISABLED VETERANS ON THE JOB, AND (7) WHAT OUTSTANDING EMPLOYERS OF THE HANDICAPPED ARE DOING. THE GUIDE ALSO INCLUDES CASE HISTORIES OF FOUR DISABLED VETERANS AND A LISTING OF TRAINING AND EMPLOYMENT PROGRAMS TO ASSIST DISABLED VETERANS. (WL)
ERIC: ED133476

5222 WARD CLERK (MEDICAL SER.) 219.388-286--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL SERVICES, NONPROFESSIONAL PERSONNEL, NORMS, NURSES AIDES, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, WARD CLERK
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065563

5223 A WARY SEARCH FOR BORROWERS 1975
BUSINESS WEEK, NO.2409, DEC 1, 1975, P. 16-17.
BANKS AND BANKING, CAPITAL EXPENDITURE, CASH FLOW, COMPETITION, ECONOMIC RECOVERY, ECONOMICS, FINANCE, INFLATION, INVENTORY MANAGEMENT, LOAN, PRIME RATE, PROFIT, UNEMPLOYMENT
BEFORE A NOTICEABLE PICKUP IN LOAN DEMAND OCCURS, THE ECONOMIC RECOVERY WILL HAVE TO SPEED UP, AND BUSINESS INVENTORIES ARE CURRENTLY BEING KEPT DOWN WITH NO REAL PLANS FOR EXPANSION. BANKS ARE SEARCHING FOR BORROWERS BUT HAVE SUFFERED FROM WEAK LOANS, ESPECIALLY IN REAL ESTATE, AND ARE CAUTIONS. THE COMMERCIAL PAPER MARKET HAS BEEN IN COMPETITION WITH BANKS.
MGMT: BWE7510116

5224 WAS KEYNES A KEYNESIAN 1974
SHATTO, G.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.27, NO.1, FALL 1974, P. 86-88. BIBLIOG. 11
ECONOMICS, UNEMPLOYMENT
THE ARTICLE STATES THAT, ESPECIALLY IN THE AREA OF INVOLUNTARY UNEMPLOYMENT, KEYNESIAN ECONOMISTS DO NOT SUPPORT THE VIEWS OF KEYNES HIMSELF.
MGMT: JEB74R0036

5225 WASHINGTON OUTLOOK 1976
LEWIS, E.
BUSINESS WEEK, NO.2450, SEPT 20, 1976, P. 149.
CONGRESS, ECONOMIC GROWTH, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, GNP, GOVERNMENT REGULATION, OUTLOOK, POLITICS, PUBLIC ADMINISTRATION, SEC, UNEMPLOYMENT
REVIEWS THE SHARP SLOWDOWN IN REAL ECONOMIC GROWTH, WHILE EMPLOYMENT STAYS HIGH. GOVERNMENT REORGANIZATION PLANS OF CARTER AND SECS DESIRE TO HAVE THE POWER TO DEVELOP AND IMPOSE PROFESSIONAL STANDARDS FOR TRAINING, EXPERIENCE AND COMPETENCE ARE OUTLINED.
MGMT: BWE7612009

5226 WATER FILTERER (WATERWORKS) 7-54.621--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, QUALITY CONTROL, TEST RELIABILITY, TEST VALIDITY, WATER RESOURCES, GATB, GENERAL APTITUDE TEST BATTERY, WATER FILTERER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061342

5227 WAXED-BAG-MACHINE OPERATOR (PAPER GOODS) 649.885--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.

(CONT.)
5227 APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, WAXED BAG MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061340

5228 THE WAY AHEAD: WHAT WE DESERVE PERHAPS, BUT NOT WHAT WE NEED 1977
REACH, D.A.
BUSINESS QUARTERLY, VOL.42, NO.1, SPRING 1977, P. 30-34.
CANADA, COMPETITION, ECONOMIC PLANNING, ECONOMICS, EMPLOYMENT, GOALS AND OBJECTIVES, GOVERNMENT REGULATION, GOVERNMENTAL CONTROL, INFLATION, PRICE CONTROL, SOCIAL RESPONSIBILITY, WAGES
WITH INVOLVEMENT IN THE MARKET SYSTEM BY CANADAS GOVERNMENT, WAGE AND PRICE CONTROLS COULD FORCE THE SYSTEM OUT OF THE COUNTRY. A NEW SYSTEM OF BARGAINING AND TRADING IS ALREADY DEVELOPING, WITH TRANSACTIONS IN POWER, INFLUENCE AND OBLIGATION.
MGMT: 80077N0030

5229 A WAY OF LOOKING AT SHELTERED WORKSHOPS FOR THE 1970S. INTERFACE NUMBER 3. DEC 75
REDKEY, HENRY
WISCONSIN UNIV. - STOUT, MENOMONIE. DEPT. OF REHABILITATION AND MANPOWER SERVICES. RESEARCH AND TRAINING CENTER. REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C. OFFICE OF HUMAN DEVELOPMENT.
NOTES: 33P.; PART OF PAGE 10 AND PAGE 13 WILL NOT REPRODUCE WELL DUE TO FAINT, BROKEN TYPE
ADMINISTRATOR RESPONSIBILITY, COOPERATIVE PROGRAMS, DESIGN NEEDS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, GOVERNMENT ROLE, HANDICAPPED, MANPOWER UTILIZATION, MENTALLY HANDICAPPED, PHYSICALLY HANDICAPPED, PROGRAM DESIGN, PROGRAM DEVELOPMENT, REHABILITATION PROGRAMS, SHELTERED WORKSHOPS, TRAINING ALLOWANCES, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, WORK ENVIRONMENT, DENMARK, NETHERLANDS, POLAND, SWEDEN, UNITED STATES, WEST GERMANY
SHELTERED WORK PROGRAMS FOR THE HANDICAPPED IN FIVE EUROPEAN COUNTRIES (DENMARK, SWEDEN, POLAND, WEST GERMANY, AND THE NETHERLANDS) ARE DESCRIBED IN THIS PAPER. BASIC FEATURES OF THE PROGRAMS IN EACH COUNTRY ARE DISCUSSED, INCLUDING POPULATION, FINANCING, AND ASPECTS OF THE PROGRAMS THAT CAN BE APPLIED IN HELPING AMERICA IMPROVE EMPLOYMENT PROGRAMS IN WORKSHOPS. KEY POINTS RAISED ARE THESE (1) THE ROLE, FUNCTIONS, AND RESPONSIBILITIES OF THE WORKSHOP AS AN EMPLOYER OF THE DISABLED ARE DIFFERENT FROM THOSE OF THE WORKSHOP AS A PROVIDER OF SERVICES TO THE DISABLED, AND (2) ONCE SHELTERED WORKSHOPS ASSUME THE ROLE OF EMPLOYERS OF THE DISABLED, THEY ASSUME A NUMBER OF RESPONSIBILITIES FOR THE WORKERS THEY EMPLOY, WHICH ARE THE SAME AS THOSE OF EMPLOYERS IN THE COMPETITIVE LABOR MARKET AND INCLUDE SUCH THINGS AS PAYMENT OF ADEQUATE WAGES, PROVISION OF ADEQUATE MACHINERY AND TECHNOLOGY FOR PERFORMING WORK, MEETING OCCUPATIONAL SAFETY AND HEALTH STANDARDS, PROVIDING FOR WORKER SATISFACTION AND MORALE, AND PROVIDING WORKERS WITH A VOICE IN MANAGEMENT. A COMMENT ON THE PAPER (BY DENNIS J. DUNN) IS APPENDED WHICH INCLUDES A DISCUSSION OF EMPLOYMENT AND REHABILITATION SERVICES IN POLAND. (TA)
ERIC: ED131135

5230 WE HAD TO HIRE A WOMAN SYNDROME OCT 76
ECKESS, MARIE CONTI
THRUST FOR EDUCATION LEADERSHIP;6;1;22,26
EDUCATIONAL LEGISLATION, SEX DISCRIMINATION, WORKING WOMEN, EMPLOYMENT PRACTICES, EMPLOYMENT OPPORTUNITIES, EDUCATIONAL PRACTICE, ILLUSTRATIONS, TITLE IX REGULATIONS OF THE EDUCATION AMENDMENTS OF NINETEEN SEVENTY TWO
TITLE IX MEANS EQUALITY FOR BOTH SEXES THAT CAN IMPROVE THE CURRENT DILEMMA BOTH MALE AND FEMALE EDUCATORS FACE WHEN SEEKING A JOB. LISTS FIVE PRACTICES THAT SHOULD BE CONTINUED BY EDUCATIONAL LEADERS IF THEY SHOULD WISH TO DEFEAT THE SPIRIT OF TITLE IX. (AUTHOR/RK)
ERIC: EJ156326

5231 WE, THE YOUTH OF AMERICA. JUN 73
BUREAU OF THE CENSUS (DOC), SUITLAND, MD.
NOTES: 15P.
ACADEMIC ACHIEVEMENT, CENSUS FIGURES, GEOGRAPHIC DISTRIBUTION, INCOME, MARITAL STATUS, MINORITY GROUPS, NATIONAL DEMOGRAPHY, OCCUPATIONAL SURVEYS, OUT OF SCHOOL YOUTH, POPULATION TRENDS, RACIAL DISTRIBUTION, SOCIOECONOMIC STATUS, VOTING, YOUTH, YOUTH EMPLOYMENT

(CONT.)

5231 ONE PERSON IN FIVE--42.4 MILLION AMERICANS--BELONGS TO YOUTH, VIZ. THOSE WHO ARE 14 TO 24 YEARS OF AGE. THE 1970 CENSUS SHOWED THAT THERE WERE 1.8 MILLION SPANISH HERITAGE YOUNG AMERICANS BETWEEN 15 AND 24 YEARS OF AGE. THE NUMBER OF WHITE YOUTH IS ESTIMATED TO BE 36.6 MILLION. THE ESTIMATE FOR BLACKS AND OTHER RACIAL MINORITIES WAS 5.8 MILLION IN 1972. IN YOUTH, THE POPULATION BALANCE BETWEEN THE SEXES IS ALMOST EVEN. IN 1970, FOR EXAMPLE, THE CENSUS SHOWED THAT THERE WERE 19.6 MILLION MEN AND BOYS AMONG YOUTH AND 19.9 MILLION WOMEN AND GIRLS. THE 1972 ESTIMATE OF 42.4 MILLION YOUTH WAS HIGHER THAN THE 1970 CENSUS TOTAL OF 39.5 MILLION AMERICANS 14 TO 24. POPULATION GROWTH ACCOUNTS FOR THE DIFFERENCE BETWEEN THESE FIGURES. OVERALL, THE PROPORTION OF ALL YOUNG AMERICANS ENROLLED IN SCHOOL OR COLLEGE IN 1972 WAS 55 PERCENT. STATISTICS HINT AT THE NATIONS PREOCCUPATION WITH YOUNG AMERICA--ONE OF FIVE BELONGS TO YOUTH, EDUCATIONAL ATTAINMENT GOING UP, INCOME AN IMPORTANT FRACTION OF THE WHOLE INCOME SPECTRUM, 44 PERCENT ON THE MOVE IN ONE YEAR, OLDER AT FIRST MARRIAGE, AND SO ON. PERHAPS, THOUGH, THE RECENT STRESS ON YOUTH IS LIFING. DECLINING BIRTH RATES SINCE THE LATE 1960S SUGGEST A SOMEWHAT DIFFERENT FUTURE FOR YOUTH. NOT BETTER. NOT WORSE. DIFFERENT, ALONG WITH THE GOOD THAT ALWAYS COMES WITH BEING 14 TO 24 YEARS OF AGE. (AUTHOR/JM)
ERIC: ED102253 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 0324-00043; $0.40 DOMESTIC POSTPAID)

5232 THE WEALTH OF NATIONS 1776-1976 1976
ROLL, E.
LLOYDS BANK REVIEW, NO.119, JAN 1976, P. 12-22.
CAPITALISM, ECONOMIC HISTORY, ECONOMIC THEORY, ECONOMICS, EMPLOYMENT, FINANCE, INFLATION
ADAM SMITHS BOOK, THE WEALTH OF NATIONS, IS DISCUSSED IN LIGHT OF TODAYS ECONOMIC CONDITIONS.
MGMT: LBR76A0012

5233 WEAVER (ASBESTOS PROD.; TEXTILE) 683.792 -- TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JAN 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CARPETING, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, WEAVER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061320

5234 THE WEEKLY ACTIVITY RECORD (WAR) A MEASURE OF TIME ALLOCATION IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM. APR 74
JENKINS, W. O.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 30P.; FOR A RELATED DOCUMENT, SEE TM 003 948
INDIVIDUAL ACTIVITIES, INTERVIEWS, MALES, PREDICTIVE VALIDITY, PRISONERS, RECIDIVISM, RECORDS (FORMS), REHABILITATION, SOCIALLY DEVIANT BEHAVIOR, STATISTICAL ANALYSIS, TEST CONSTRUCTION, WEEKLY ACTIVITY RECORD
THIS REPORT DESCRIBES THE DEVELOPMENT AND VALIDATION OF THE WEEKLY ACTIVITY RECORD (WAR), AN INSTRUMENT FOR THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM. THE 18 ITEMS ON THE INSTRUMENT RECORD THE HOURS PER WEEK DEVOTED TO VARIOUS ACTIVITIES VOCATIONAL, AVOCATIONAL, SOCIAL, PHYSICAL, ANTISOCIAL, PERSONAL, AND INTERPERSONAL. THE WAR WAS USED WITH OTHER BEHAVIORAL ASSESSMENT INSTRUMENTS IN INTERVIEWS WITH 117 MALE PRISON RELEASEES. THE DATA IN THIS REPORT WERE TAKEN FROM THOSE INTERVIEWS AND VALIDATED AGAINST THE LAW ENCOUNTER SEVERITY SCALE (LESS), A CRITERION FOR LAW VIOLATION AND RECIDIVISM. RELEASEFS WITH MINIMAL LAW ENCOUNTERS WERE FOUND TO DEVOTE SIGNIFICANTLY MORE TIME TO POSITIVE ACTIVITIES (THOSE THAT CONTRIBUTE TO SUCCESSFUL POSTRELEASE ADJUSTMENT) THAN DID THOSE RELEASEES WHO HAD MORE SEVERE LAW ENCOUNTERS. WAR SCORES OF THE RELEASEES WERE ALSO COMPARED TO THOSE OF NONCRIMINAL POPULATIONS. (AUTHOR)
ERIC: ED096319 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

5235 WEIGHING STATION OPERATOR (GOV. SER.) 0-95.906--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR

(CONT.)
5235 VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SUPERVISORY ACTIVITIES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, WEIGHING STATION OPERATOR

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)

ERIC: ED072067

5236 WELDER, ARC (WELDING) 810.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 66

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 10P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, WELDERS, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)

ERIC: ED063397

5237 WELDER, COMBINATION (WELDING) 812.884--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. MAY 70

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 19P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WELDERS, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED061331

5238 WELDER, INERT GAS 4-85.125--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 52

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 10P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, WELDERS, GAS WELDERS, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING

(CONT.)
5238 SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063393

5239 WELDER, PRODUCTION LINE (WELDING) 812.884-018--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 22P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WELDERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069634

5240 WELFARE CAREERS AND LOW WAGE EMPLOYMENT. DEC 72
MILLER, JOE A.; FERMAN, LOUIS A.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; WAYNE STATE UNIV., DETROIT, MICH. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 299P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT LEVEL, EMPLOYMENT POTENTIAL, EQUAL OPPORTUNITIES (JOBS), JOB TRAINING, LOW INCOME GROUPS, MANPOWER UTILIZATION, POVERTY RESEARCH, RACIAL DISCRIMINATION, SEX DIFFERENCES, UNEMPLOYED, WAGES, WELFARE PROBLEMS, WELFARE RECIPIENTS, WORKING WOMEN, MICHIGAN
A SAMPLE OF 1010 LOW-WAGE WORKERS IN DETROIT (STRATIFIED BY SEX AND WELFARE STATUS) WERE INTERVIEWED IN 1969. DATA WERE COLLECTED ON BACKGROUND CHARACTERISTICS, LABOR MARKET EXPERIENCES, AND WORK CAREER HISTORIES. THE DATA RELATE TO SEXISM AS AN IMPORTANT DETERMINANT OF INCOME IN LOW-WAGE GROUPS (WOMEN EARN LESS AND HAVE LOWER STATUS JOBS), TRAINING AND EDUCATION EFFECTS ON WAGE DETERMINATIONS AND WORK CAREERS CHARACTERIZED BY INSTABILITY AND LACK OF ACCESS TO INSTITUTIONAL MEMBERSHIPS SUCH AS UNIONS. (NTIS)
ERIC: ED080593 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 137/7, HC $6.75 MF $1.45)

5241 WELFARE DEPENDENCY AND LOW INCOME LABOR MARKETS AND A MARKOV MODEL OF TURNOVER IN AID-TO-FAMILIES WITH DEPENDENT CHILDREN. JUL 75
BOSKIN, MICHAEL J.; NOLD, FREDERICK C.
STANFORD UNIV., CALIF. DEPT. OF ECONOMICS.; STANFORD UNIV., CALIF. INST. FOR MATHEMATICAL STUDIES IN SOCIAL SCIENCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.; NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 60P.
LABOR MARKET, LOW INCOME GROUPS, MINIMUM WAGE, MODELS, STATISTICAL ANALYSIS, TABLES (DATA), UNEMPLOYMENT, WELFARE, WELFARE RECIPIENTS
TWO MODELS OF THE DURATION OF STAY ON WELFARE ARE DEVELOPED AND ESTIMATED USING PANEL DATA FROM THE CALIFORNIA AID TO FAMILIES WITH DEPENDENT CHILDREN AFDC PANEL SURVEY. THE FIRST MODEL CHARACTERIZES THE DISTRIBUTION OF LENGTH OF STAY ON WELFARE AS DRAWN FROM THE LOGNORMAL DISTRIBUTION WITH A TRUNCATION AT THE DURATION OF THE EXPERIMENT (SIXTY MONTHS). THE SECOND MODEL ANALYZES THE MOVEMENTS ON AND OFF WELFARE, AND DURATION OF STAY ON WELFARE AS A MARKOV PROCESS. METHODOLOGICAL FINDINGS INDICATE THAT STATISTICAL PROCEDURES FAIL TO ACCOUNT FOR THE SPECIAL CHARACTERISTICS OF THE LIMITED DURATION OF OBSERVATION AND CAN BE QUITE MISLEADING. SUBSTANTIVE FINDINGS INDICATE THAT THE WELFARE POPULATION AS A WHOLE INVOLVES AN ENORMOUS TURNOVER AND MODEST LENGTH OF STAY. THOSE EARNING BELOW THE MINIMUM WAGE ARE LESS LIKELY TO LEAVE WELFARE AND ARE MORE LIKELY TO RETURN, STAY OFF WELFARE FOR SHORTER PERIODS AND STAY ON FOR LONGER PERIODS, AND ARE MORE LIKELY TO BE ON WELFARE IN A STEADY STATE THAN THOSE EARNING ABOVE THE MINIMUM WAGE. PERSONS WITH HIGH EXPECTED UNEMPLOYMENT OR LOW NON-WAGE INCOMES RESPOND SIMILARLY TO THOSE WITH BELOW MINIMUM WAGE EARNINGS. SEVEN TABLES SUPPLEMENT THE DISCUSSIONS. (AUTHOR/LH)
ERIC: ED117332

5242 WELFARE ISNT WORKING JUN 75
LOOMIS, ROSEMARY; STARRY, RICHARD
JOURNAL OF EMPLOYMENT COUNSELING:12:2:65-72

5242 SOCIAL SERVICES, SOCIAL WORK, WELFARE PROBLEMS, PROGRAM ATTITUDES, HELPING RELATIONSHIP,
STATE OF THE ART REVIEWS, COUNSELING EFFECTIVENESS, WELFARE, VOCATIONAL COUNSELING,
COMMUNITY SERVICES, WORK INCENTIVE PROGRAM
THE PURPOSE OF THIS ARTICLE IS TO SHARE WITH THE READER WHAT HAPPENS WHEN A JOB SERVICE
OFFICE AND A COUNTY SOCIAL SERVICE DEPARTMENT JOIN FORCES. ALTHOUGH DISILLUSIONED WITH
PREVAILING ATTITUDES REGARDING WELFARE RECIPIENTS, THE TWO WIN COUNSELORS PRESENT TO THE
READER POSSIBLE AVENUES FOR CHANGE. (AUTHOR)
ERIC: EJ127330

5243 WELFARE MOTHERS BARRIERS TO LABOR FORCE ENTRY 73
SHEA, JOHN R.
JOURNAL OF HUMAN RESOURCES:8:90-102
BEHAVIORAL SCIENCE RESEARCH, FEMALES, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, MOTHERS,
STATISTICAL ANALYSIS, WELFARE RECIPIENTS, WORK ATTITUDES
INTERVIEW DATA FROM A NATIONAL SAMPLE OF 30- TO 44-YEAR OLD WOMEN WHO WERE OUT OF THE
LABOR FORCE IN 1967 ARE USED TO ANALYZE REACTIONS TO A HYPOTHETICAL JOB OFFER. (EDITOR
ERIC: EJ069227

5244 WELFARE MOTHERS BARRIERS TO LABOR FORCE ENTRY. SEP 72
SHEA, JOHN R.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION
(DOL), WASHINGTON, D.C.
NOTES: 28P.
EMPLOYMENT POTENTIAL, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, MARITAL STATUS,
MOTHERS, MULTIPLE REGRESSION ANALYSIS, NATIONAL SURVEYS, WELFARE RECIPIENTS, WORK
ATTITUDES
BARRIERS TO THE LABOR FORCE PARTICIPATION OF WOMEN, PARTICULARLY IN LOW-INCOME FAMILIES,
ARE EXAMINED IN THIS PAPER. REACTIONS OF NONWORKING MOTHERS WITH DEPENDENT CHILDREN TO A
HYPOTHETICAL JOB OFFER ARE ANALYZED FROM DATA OBTAINED IN 1967 AS PART OF THE NATIONAL
LONGITUDINAL SURVEYS OF LABOR MARKET BEHAVIOR. MULTIPLE REGRESSION ANALYSIS SHOWS THAT
WILLINGNESS TO TAKE A JOB AND RATE OF PAY REQUIRED WERE RELATED TO FAMILY INCOME,
MARITAL STATUS, HEALTH, WELFARE PAYMENTS, AND OTHER FACTORS FOR BOTH POOR AND NONPOOR
BLACK AND WHITE MOTHERS. THE ANALYZED RESPONSES ARE DISCUSSED IN CONNECTION WITH WELFARE
REFORM PROPOSALS. (MF)
ERIC: ED072279

5245 WELFARE RECIPIENTS AS PARAPROFESSIONALS. UTILIZATION IN FACILITY FOR RETARDED PATIENTS
1975
SELTZER, ARTHUR;MOSKOWITZ, JOEL A.;MOSKOWITZ, ARLENE S.;LUCAS, THEODOR
WILLOWBROOK STATE SCHOOL, NEW YORK. RESTHAVEN PSYCHIATRIC HOSPITAL AND COMMUNITY MENTAL
HEALTH CENTER, LOS ANGELES, CALIF. NEW YORK CITY HEALTH SERVICES ADMINISTRATION. MENTAL
HEALTH AND MENTAL RETARDATION SERVICES DEPT.
PUB. IN NEW YORK STATE JNL. OF MEDICINE V75 N5 P751-755 APR 75.
NOTES: 5P
HEALTH MANPOWER EDUCATION, HRP/PAE, HRP/PAF, HRP/CDE, HRP/NB, HRP/ZC, HRPGEO/YNO,
HRPOCC/AF, REPRINTS, TRAINING PROGRAMS, WELFARE RECIPIENTS, MENTALLY RETARDED PERSONS,
EMPLOYMENT, ALLIED HEALTH PERSONNEL, NTISHRANMP
A PRESERVICE TRAINING PROGRAM DESIGNED TO RECRUIT AND PREPARE WELFARE RECIPIENTS FOR
EMPLOYMENT IN PATIENT CARE POSITIONS AT A STATE INSTITUTION FOR THE RETARDED IS
DESCRIBED. INTENDED TO SUPPLEMENT THE EXISTING 3-WEEK ON-THE-JOB TRAINING PERIOD FOR NEW
EMPLOYEES AT THAT INSTITUTION, THE GOAL OF THE PRESERVICE TRAINING WAS NOT ONLY TO
OBTAIN JOBS BUT ALSO TO DEVELOP MOTIVATION AND ATTITUDES TOWARD PATIENT CARE THAT WOULD
REDUCE EMPLOYEE DISSATISFACTION AND TURNOVER. TRAINING ADMISSION CRITERIA SPECIFIED THAT
THE APPLICANT BE IN GOOD HEALTH AND PREPARED TO ATTEND THE TRAINING FOR TWO WEEKS
WITHOUT PAY. (SUPPLEMENTARY TRANSPORTATION AND LUNCH EXPENSES WERE COVERED BY THE LOCAL
SOCIAL SERVICE CENTERS.) THERE WERE NO FORMAL EDUCATIONAL REQUIREMENTS, ALTHOUGH SOME
COMMAND OF ENGLISH WAS NECESSARY TO PASS THE CIVIL SERVICE TEST. CENTRAL TO THE
SELECTION PROCESS WAS AN INTENSIVE STRESS INTERVIEW WHICH PROVED AN EFFECTIVE
PROGNOSTICATOR OF TRAINEE TOLERANCE FOR THE TRAUMA OF WORKING WITH THE SEVERELY
RETARDED. CANDIDATES REACTIONS TO THE PATIENTS WERE SOLICITED BY THE TRAINING
COUNSELORS. THE TRAINING WAS ORIENTED TO CONCEPTS RATHER THAN TASKS. ELEVEN SEPARATE
INCREMENTS OF THE ORIENTATION AND THE TIME DEVOTED TO EACH ARE DISCUSSED. BENEFITS
ACCRUING TO THE INSTITUTION AND TO THE COMMUNITY ARE ANALYZED. THE FAILURE OF
APPROXIMATELY 23 PERCENT OF THE CANDIDATES TO RETAIN THEIR NEW JOBS IS EXAMINED. JOB
RETENTION FOR SEVEN TRAINING CLASSES IS TABULATED. REFERENCES ACCOMPANY THE TEXT.
NTIS: HRP-0010628/6ST NTIS PRICE NOT AVAILABLE NTIS

5246 THE WELFARE STATE VS. THE PUBLIC WELFARE 1976
DAVENPORT, J.A.
FORTUNE, VOL.93, NO.6, JUNE 1976, P. 132-210.
COST, ECONOMIC GROWTH, ECONOMICS, GOVERNMENT BUREAUCRACY, GOVERNMENT REGULATION,
GOVERNMENT SPENDING, INCOME TAX, INFLATION, POVERTY, PUBLIC ADMINISTRATION, PUBLIC
WELFARE, RECESSION, SOCIAL SECURITY, UNEMPLOYMENT
PUBLIC WELFARE SPENDING HAS QUADRUPLED SINCE 1965. THE TRUE ENEMY OF THE POOR HAS BEEN
THE COMBINATION OF INFLATION AND HALTING ECONOMIC GROWTH. THERE IS A NEED TO RESTRUCTURE
SOCIAL PROGRAMS, INITIATED DURING THE DEPRESSION, TO CONFORM TO PRESENT REALITIES AND
PURGE THEM OF LAVISH ACCRETIONS. EXISTING PUBLIC PROGRAMS AND THEIR LIMITATIONS AND
IMPLICATIONS FOR THE ECONOMY ARE DISCUSSED.
MGMT: FOR76FJ132

5247 WEST VIRGINIANS IN THEIR OWN STATE AND IN CLEVELAND, OHIO. SUMMARY AND CONCLUSIONS OF A COMPARATIVE SOCIAL STUDY. WEST VIRGINIA UNIVERSITY, APPALACHIAN CENTER INFORMATION REPORT 3. FEB 70
PHOTIADIS, JOHN D.
WEST VIRGINIA UNIV., MORGANTOWN. APPALACHIAN CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 20P.
AGE, ATTITUDES, COMMUNITY CHARACTERISTICS, COMPARATIVE ANALYSIS, EDUCATION, GHETTOS, INCOME, MIGRANTS, RURAL AREAS, SOCIAL PSYCHOLOGY, SOCIOCULTURAL PATTERNS, SOCIOECONOMIC STATUS, SUBURBS, TABLES (DATA), URBAN AREAS, APPALACHIA, CLEVELAND, OHIO, RESIDENTS
NONMIGRANTS, RETURNED MIGRANTS, MIGRANTS LIVING IN CLEVELAND GHETTOS, AND MIGRANTS LIVING IN CLEVELAND SUBURBS WERE STUDIED IN ORDER TO (1) EXAMINE SOCIAL AND SOCIOPSYCHOLOGICAL CHARACTERISTICS OF WEST VIRGINIANS LIVING IN THEIR OWN STATE AND IN CLEVELAND AND (2) TEST THE HYPOTHESIS THAT IN ORDER TO SATISFY SOCIETAL EXPECTATIONS IN TERMS OF INCOME AND LEVEL OF LIVING, PEOPLE OFTEN, REGARDLESS OF FITNESS, MOVE TO THE CITY WHERE IMPLEMENTATION OF SUCH EXPECTATIONS MAY BE POSSIBLE. IN 1968 CLOSE TO 1,700 MALE RESPONDENTS FROM THESE FOUR GROUPS, MATCHED IN TERMS OF AGE AND EDUCATION, WERE INTERVIEWED FOR INFORMATION ON AGE, EDUCATION, AND INCOME; OCCUPATIONAL PATTERNS VISITATION AND SETTLEMENT PATTERNS; WAY OF LIFE PREFERENCES; RELIGIOUS BELIEFS AND PARTICIPATION; ATTITUDES TOWARD PROGRESS; REFERENCE GROUPS AND LIFE SATISFACTION; AND ALIENATION AND PHYSICAL HEALTH. FINDINGS INDICATED THAT MIGRANTS FIRST MOVED TO THE GHETTO, BUT MOVED ON TO THE SUBURBS AS THEY GAINED SKILLS AND URBAN COMPETENCE; SUBURBANITES (WHO WERE PHYSICALLY HEALTHIER, SLIGHTLY OLDER, MORE EDUCATED, AND MORE SKILLED) VALUED FAMILY LIFE MORE THAN THOSE WHO REMAINED IN THE GHETTO, SAW SOCIETY AS MORE ORDERLY, AND FELT MORE A PART OF IT THAN PEOPLE IN THE OTHER THREE GROUPS; AND THE TWO CLEVELAND GROUPS FELT MORE A PART OF SOCIETY THAN DID THE WEST VIRGINIA GROUPS. (JC)
ERIC: ED106604

5248 WESTERN COMPUTER ASSISTED PLACEMENT SERVICE. FINAL TECHNICAL REPORT. 30 SEP 76
BALTIMORE COUNTY BOARD OF EDUCATION, MD. WESTERN VOCATIONAL-TECHNICAL CENTER.
GRANT NO. OEG-0-74-1647
NOTES: 71P.; FOR A RELATED DOCUMENT SEE CE 010 077
CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, EMPLOYMENT SERVICES, JOB PLACEMENT, JOB SEARCH METHODS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY EDUCATION, STUDENT PLACEMENT, VOCATIONAL COUNSELING, WORK EXPERIENCE PROGRAMS, MARYLAND (BALTIMORE COUNTY)
COVERING A 2-YEAR PERIOD (1974-76), THIS PROJECT CONDUCTED IN BALTIMORE COUNTY, MARYLAND, DEMONSTRATED THAT AN AREA-COORDINATED PLACEMENT SERVICE SHOULD BE PART OF THE EDUCATIONAL PROGRAM OF A SCHOOL SYSTEM. PROJECT OBJECTIVES WERE TO SERVE AS A JOB LOCATING SERVICE TO JUNIOR AND SENIOR HIGH SCHOOL STUDENTS, TO PROVIDE EMPLOYERS WITH A SINGLE SOURCE OF INITIAL CONTACT WITH POTENTIAL EMPLOYEES IN THE PROJECT AREA, TO GATHER AND MAINTAIN CURRENT INFORMATION ON AREA JOB NEEDS, TO RELIEVE JOB COORDINATORS OF SOME JOBSEEKING FUNCTIONS, TO IMPROVE PLACEMENT OF STUDENTS, AND TO DETERMINE EFFECTIVE METHODS OF EVALUATING PLACEMENT EFFORTS. TO ACCOMPLISH THESE OBJECTIVES, THE FOLLOWING ACTIVITIES WERE ENGAGED (1) DEVELOPING AND STAFFING A JOB PLACEMENT CENTER WITH STRATEGIES FOR COOPERATING WITH EXISTING PLACEMENT AND FOR INTERVIEWING STUDENTS SEEKING EMPLOYMENT, (2) COORDINATING CONTACTS AND COMMUNICATION WITH BUSINESS AND INDUSTRY, AND (3) COMPUTERIZING THE RECORDKEEPING FUNCTION OF THE CENTER. A COMPUTER-BASED EMPLOYMENT SERVICE WAS DEVELOPED, MADE OPERATIONAL, AND PROVIDED ASSISTANCE TO VARIOUS CATEGORIES OF CLIENTS. CONCLUSIONS BASED ON OBSERVATION AND DATA ANALYSIS CENTERED AROUND (1) ADVANTAGES OF AN AREA JOB PLACEMENT SERVICE WITHIN A VOCATIONAL-TECHNICAL CENTER, (2) REALISM OF OBJECTIVES AND EXTENT TO WHICH THEY WERE MET, AND (3) FACTORS AFFECTING PLACEMENT. THE PLACEMENT SERVICE WAS EVALUATED AS SUCCESSFUL BY THIRD-PARTY EVALUATORS AND RECOMMENDATIONS WERE MADE. THIS REPORT INCLUDES A FULL DESCRIPTION OF THE PROJECT. APPENDIXES CONTAIN FORMS, NEWSLETTERS, AND BULLETINS USED IN THE PROJECT. (TA)
ERIC: ED134932

5249 WESTERN COMPUTER ASSISTED PLACEMENT SERVICE. JOB PLACEMENT MANUAL. 76
BALTIMORE COUNTY BOARD OF EDUCATION, MD. WESTERN VOCATIONAL-TECHNICAL CENTER. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEG-0-74-1647
NOTES: 142P.; FOR A RELATED DOCUMENT SEE CE 010 076
CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, EMPLOYMENT SERVICES, GUIDANCE PROGRAMS, JOB PLACEMENT, JOB SEARCH METHODS, MANUALS, OCCUPATIONAL GUIDANCE, ORGANIZATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY EDUCATION, STUDENT PLACEMENT, VOCATIONAL COUNSELING, WORK EXPERIENCE PROGRAMS, MARYLAND (BALTIMORE COUNTY)
PLACEMENT SERVICE RATIONALE AND ORGANIZATION OF THE WESTERN COMPUTER ASSISTED PLACEMENT SERVICE (WCAPS) OF BALTIMORE COUNTY, MARYLAND, ARE DESCRIBED IN THIS MANUAL. (THE OVERALL FOCUS OF WCAPS IS TO PROVIDE JUNIOR AND SENIOR HIGH SCHOOL STUDENTS, THROUGH EXISTING PROGRAMS, A METHOD OF MATCHING THEIR CAREER GOALS WITH AN OCCUPATIONAL SETTING WHERE MAXIMUM GROWTH WILL OCCUR.) THE MANUAL CONSISTS OF SAMPLES OF FORMS AND PROCEDURES USED IN WORKING WITH STUDENTS AND COUNSELORS, PROCEDURES USED IN WORKING WITH TEACHER-COORDINATORS, MATERIALS AND PROCEDURES FOR WORKING WITH BUSINESS AND INDUSTRY, OTHER FORMS USED IN INTERNAL OPERATION, PRE-EMPLOYMENT MATERIALS AND PROCEDURES, AND SCHOOL PUBLIC RELATIONS BULLETINS. (TA)
ERIC: ED134833

5250 WHAT ARE THE SOCIAL RESPONSIBILITIES FOR PSYCHOLOGISTS IN INDUSTRY. A SYMPOSIUM 1974
PURCELL, T.V.; ALBRIGHT, L.E.; GRANT, D.L.; LOCKWOOD, H.C.; SCHEIN, V.E.; FRIEDLANDER, F.
PERSONNEL PSYCHOLOGY, VOL27, NO.3, AUTUMN 1974, P.435-453.
EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PERSONNEL MANAGEMENT, PSYCHOLOGY, RECRUITMENT, SOCIAL CHANGE, SOCIAL RESPONSIBILITY
A SYMPOSIUM DISCUSSES THE REASONS WHY MANAGERS ESPOUSE CORPORATE SOCIAL RESPONSIBILITY AND THE ROLE OF THE CORPORATE PSYCHOLOGIST IN DEFINING SUCH VALUES. HIRING THE HARDCORE UNEMPLOYED IS ONE OF MANY AREAS IN WHICH THE PERSONNEL PSYCHOLOGIST CAN EXERT A SOCIAL INFLUENCE.
MGMT: PPS74F0435

5251 WHAT ARE WE TRYING TO DO 1976
FILER, J.H.
VITAL SPEECHES, VOL.43, NO.4, DEC 1, 1976, P. 117-120.
ACCOUNTING, ACCOUNTING STANDARDS, ECONOMICS, FRAUD, GOALS AND OBJECTIVES, INSURANCE, TAX, UNEMPLOYMENT
URGES AN EXAMINATION OF GOALS AND OBJECTIVES AND THE ACTUAL IMPACT OF CURRENT PRACTICES ON ACHIEVING THEM: INADEQUATE TAX STRUCTURE FAILURE OF SELF-POLICING AMONG PROFESSIONS ACCEPTABILITY OF UNEMPLOYMENT BENEFITS AND ALL INSURANCE FRAUD.
MGMT: VIT76L0147

5252 WHAT CAN YOU DO ABOUT THE HARD-CORE UNEMPLOYED JUN 68
RESEARCH INST. OF AMERICA, NEW YORK, N.Y.
NOTES: 34P.
AGENCIES, DIRECTORIES, EMPLOYMENT EXPERIENCE, EMPLOYMENT PROBLEMS, INDUSTRIAL TRAINING, LABOR FORCE NONPARTICIPANTS, MANPOWER DEVELOPMENT, PRIVATE AGENCIES, RECRUITMENT, UNDEREMPLOYED, UNEMPLOYED
AMERICAN BUSINESS HAS RECEIVED A CHALLENGE FROM THE FEDERAL GOVERNMENT IN A NATIONAL EXPERIMENT TO FIND JOBS FOR 500,000 UNEMPLOYABLES. THE MAJOR PURPOSE OF THIS DESCRIPTIVE REPORT WAS TO DEVELOP HARD FACTS FOR USE BY BUSINESS MEN IN MAKING DECISIONS CONCERNING PARTICIPATION IN THE PROGRAM. THE CONTENT INCLUDES SECTIONS ON (1) WHO ARE THE HARD-CORE, (2) THE INGREDIENTS FOR SUCCESS, (3) THE PROBLEM OF RECRUITING, (4) SCREENING, INTERVIEWING AND TESTING, (5) A CANDID VIEW OF THE TRAINING PROBLEM, (6) ANTICIPATE PERSONAL PROBLEMS, (7) GETTING HELP FROM THE GOVERNMENT, AND (8) INDUSTRY AND THE COMMUNITY. THE APPENDIXES CONTAIN LOCAL SOURCES OF HELP IN 80 MAJOR CITIES THROUGHOUT THE UNITED STATES, REGIONAL OFFICES OF KEY MANPOWER AGENCIES, PRIVATE SOURCES OF TRAINING ASSISTANCE, AND A GLOSSARY OF AGENCIES ENGAGED IN WORKING WITH DISADVANTAGED YOUTH AND HARD-CORE UNEMPLOYED. (DM)
ERIC: ED029091 THE RESEARCH INSTITUTE OF AMERICA, 589 FIFTH AVENUE, NEW YORK, NEW YORK 10017 ($4.00).

5253 WHAT COUNSELORS SHOULD KNOW (AND DO) ABOUT EMPLOYERS HIRING REQUIREMENTS. 23 MAR 70
ROSEN, HOWARD
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 16P.; PAPER PRESENTED AT AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, NEW ORLEANS, LOUISIANA, MARCH 22-26, 1970
CHANGE AGENTS, COUNSELOR FUNCTIONS, COUNSELOR ROLE, COUNSELORS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, JOB MARKET, JOBS, OCCUPATIONAL INFORMATION, SOCIAL CHANGE
COUNSELORS MUST TAKE A MORE ACTIVE ROLE IN HELPING YOUNG PEOPLE MAKE THE TRANSITION FROM SCHOOL TO WORK. IF COUNSELORS ARE TO BECOME A PART OF THE LINKAGE SYSTEM BETWEEN SCHOOL AND WORK, THEY WILL HAVE TO CHANGE THEIR POSTURE FROM NEUTRAL SOURCES OF OCCUPATIONAL AND JOB INFORMATION TO ACTIVE DEVELOPERS OF INFORMATION AND TO PARTICIPANTS IN THE JOB SEEKING PROCESS. PRESENTLY, MANY OF THE HIRING REQUIREMENTS BASED ON EDUCATION, APTITUDE TESTING, AGE, AND APPEARANCE ARE QUESTIONABLE AND UNREALISTIC AND CONTRIBUTE TO THE UNEMPLOYMENT OF YOUNG MEN AND WOMEN. THE ONLY TRUE MEASURE OF THE EFFECTIVENESS OF A WORKER IS HIS PERFORMANCE ON THE JOB. YET HIRING STANDARDS ARE RARELY VALIDATED IN RELATION TO JOB PERFORMANCE. IN ORDER TO BRING ABOUT FAIRER HIRING PRACTICES, COUNSELORS MUST ACT AS CHANGE AGENTS AND RECOMMEND TO EMPLOYERS WHOSE HIRING STANDARDS ARE NOT VALID THAT THEY SHOULD BE MODIFIED. THIS PROPOSITION CALLS FOR A SOCIALLY RESPONSIBLE ACTIVIST ROLE FOR COUNSELORS. (RSM)
ERIC: ED039791

5254 WHAT DO STUDENTS REALLY NEED APR 71
CAHILL, WILLIAM T.
COMPACT:5:2:38-40
EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, SOCIAL PROBLEMS, STUDENT NEEDS, VOCATIONAL EDUCATION, NEW JERSEY
NEW JERSY HAS VOCATIONAL TRAINING PROGRAMS FOR STUDENTS WHO ARE NOT SUITED FOR TRADITIONAL ACADEMIC EDUCATION. (RA)
ERIC: EJ039110

5255 WHAT DO THOSE WOMEN WANT. 1975
KAY, M.J.
UNIVERSITY OF MICHIGAN BUSINESS REVIEW, VOL.27, NO.3, MAY 1975, P. 9-12.
COMMUNICATION IN ORGANIZATIONS, COMPETITION, EEO, INDUSTRIAL RELATIONS, JOB PERFORMANCE, MANAGEMENT, MANAGEMENT DEVELOPMENT, PROMOTION, SUPERVISOR, WOMEN IN BUSINESS

(CONT.)

5255 WOMEN SEEKING EQUALITY IN JOB OPPORTUNITY SEEK WAYS TO UTILIZE ABILITY, BE PROMOTED, ATTAIN HIGH LEVEL POSITION. SEMINARS IN MANAGEMENT DEVELOPMENT FOR WOMEN FOCUS ON THESE.
MGMT: UM375E0039

5256 WHAT DO WORKERS THINK OF THEIR JOBS W 72
OCCUPATIONAL OUTLOOK QUARTERLY:16:4:37-39
EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, GOVERNMENT PUBLICATIONS, JOB SATISFACTION, LABOR FORCE, NEED GRATIFICATION, OCCUPATIONAL ASPIRATION, OCCUPATIONAL SURVEYS, STATISTICAL DATA, WORK ATTITUDES
HIGHLIGHTS OF AMERICAN WORK ATTITUDES SURVEY DONE BY THE UNIVERSITY OF MICHIGANS SURVEY RESEARCH CENTER FOR THE DEPARTMENT OF LABOR. (AG)
ERIC: EJ072953

5257 WHAT HAPPENS AFTER TRAINING A REVIEW OF FOLLOW-UP OF VOCATIONAL GRADUATES 30 SEP 76
PAUL, KRISHAN K.
URBAN OBSERVATORY OF METROPOLITAN NASHVILLE-UNIV. CENTERS, TENN. ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
CONTRACT NO. EDA-PF-510
NOTES: EDA-OEP-99-7-13318
PERSONNEL DEVELOPMENT, SPECIALIZED TRAINING, NTISCOMEDA
IN SPITE OF THE RESEARCH EFFORTS OF OVER A DECADE AND HUNDREDS OF STUDIES, ADEQUATE MEASURES OF FOLLOW-UP OF VOCATIONAL GRADUATES, MEASURES WHICH WOULD BE ACCEPTABLE TO MOST ADMINISTRATORS OF VOCATIONAL EDUCATION OR MANPOWER PROGRAMS, STILL HAVE NOT BEEN DEVELOPED. THIS STUDY RECAPS THESE RESEARCH EFFORTS. THE STUDY FOCUSES ON THE ISSUES AND TRENDS IN EVALUATION OF VOCATIONAL EDUCATION PROGRAMS AND THEIR IMPLICATIONS FOR HUMAN RESOURCE DEVELOPMENT.
NTIS: PB-253 429/9ST NTIS PRICES PC A04/MF A01

5258 WHAT HAPPENS TO CHILDREN IN THE TRANSITION FROM A PREDOMINANTLY RURAL ECONOMY TO MODERN INDUSTRIALIZATION. SEP63
SKARD, ASE GRUDE
NATIONAL EDUCATION ASSOCIATION, WASHINGTON, D.C. DEPT. OF RURAL EDUCATION.
NOTES: 5P.
ANXIETY, COMMUNITY PLANNING, CULTURAL ENRICHMENT, ENVIRONMENT, HEALTH NEEDS, IDENTIFICATION, INDUSTRIALIZATION, INFANCY, INTELLECTUAL DEVELOPMENT, NURSERY SCHOOLS, OCCUPATIONS, PARENT INFLUENCE, PHYSICAL DEVELOPMENT, PLAYGROUNDS, RECREATIONAL FACILITIES, RURAL ENVIRONMENT, RURAL URBAN DIFFERENCES, SELF CONCEPT, SOCIAL ATTITUDES, URBAN ENVIRONMENT, VALUES, WORKING PARENTS, YOUTH EMPLOYMENT, URBAN IMMIGRATION
WESTERN COUNTRIES HAVE NEGLECTED THE CULTURAL DEVELOPMENT OF THEIR CHILDREN IN THE PROCESS OF TRANSITION FROM RURAL TO URBAN LIVING. IN CONTRAST TO THE RURAL CHILD, THE URBAN CHILD EXPERIENCES RESTRICTED MOVEMENT, REDUCED CONTACT WITH ADULTS, SEPARATION FROM ONE OR BOTH PARENTS DURING THE WORK DAY, CONSUMPTION OF GOODS WHILE SELDOM OBSERVING THEIR PRODUCTION, LESS EMPHASIS ON MUSCULAR DEVELOPMENT, A MORE STRAINED EMOTIONAL ATMOSPHERE IN WHICH INDIVIDUAL EMOTIONS ARE CONCENTRATED ON FEWER PEOPLE, AND INCREASED EMPHASIS ON THE DEVELOPMENT OF MENTAL ABILITIES. SUGGESTIONS FOR OVERCOMING SOME OF THE DISADVANTAGES ASSOCIATED WITH THE CHILDS DEVELOPMENT IN RAPIDLY CHANGING URBAN SOCIETIES INCLUDE--(1) PLANNING AND CONSTRUCTION OF AREAS FOR THE EXCLUSIVE USE OF CHILDREN AT PLAY, (2) CONSTRUCTION OF HOUSES LARGE ENOUGH FOR FAMILY ACTIVITIES, (3) ARRANGING WORKING HOURS TO ALLOW FREE TIME FOR DAILY ACTIVITIES WITH THE CHILDREN, (4) ESTABLISHMENT OF NURSERY SCHOOLS AND KINDERGARTENS ALLOWING FREE PLAY, (5) PRODUCTION OF IMAGINATIVE, DURABLE TOYS, AND (6) VARIED CONTACTS WITH CHILDREN AND ADULTS OUTSIDE THE CHILDS IMMEDIATE FAMILY. (DA)
ERIC: ED020071

5259 WHAT HAS BEEN LEARNED FROM THE WORK INCENTIVE PROGRAM AND RELATED EXPERIENCES A REVIEW OF RESEARCH WITH POLICY IMPLICATIONS. FINAL REPORT. FEB 77
GOODWIN, LEONARD
WORCESTER POLYTECHNIC INST., MASS. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DLPO-51-25-76-01
NOTES: 122P.; THIS RESEARCH WAS DEVELOPED BY THE DEPT. OF SOCIAL SCIENCE AND POLICY STUDIES
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FAMILY INFLUENCE, FINANCIAL NEEDS, JOB TRAINING, LABOR FORCE, LABOR MARKET, LITERATURE REVIEWS, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MOTIVATION, OCCUPATIONAL SURVEYS, RESEARCH REVIEWS (PUBLICATIONS), SURVEYS, WELFARE RECIPIENTS, WORK ATTITUDES, WORK INCENTIVE PROGRAM
SELECTED RESEARCH ON THE WORK INCENTIVE PROGRAM (WIN), LEGISLATED IN 1967, AND RELATED RESEARCH ON LOW INCOME FAMILIES ARE REVIEWED WITH THE AIM OF GATHERING EMPIRICAL FINDINGS WHICH ILLUMINATE THE FACTORS AFFECTING WIN RESULTS AND TO CONTRIBUTE TO DISCUSSION OF FUTURE WELFARE, WORK TRAINING, AND EMPLOYMENT POLICIES. AREAS OF RESEARCH AND DISCUSSION INCLUDE THE FOLLOWING WORK POTENTIAL AND WORK ORIENTATIONS OF WELFARE PERSONS, IMPACT OF WIN (INPUT-OUTPUT EMPHASIS AND PROCESS EMPHASIS), ALTERING WORK INCENTIVES, FAMILY STRUCTURE AND PERSONAL MOTIVATION, AND POLICY ALTERNATIVES IN HISTORICAL PERSPECTIVE. RESULTS PRESENTED SHOW THAT (1) WELFARE PARTICIPANTS WANT TO WORK, BUT SUBSTANTIAL BARRIERS (INCLUDING POOR HEALTH, LOW SKILLS, NEED FOR CHILD CARE) STAND IN THE WAY OF CONTINUING LABOR FORCE PARTICIPATION; (2) WIN HAS A BENEFICIAL EFFECT UPON SOME OF THOSE PERSONS WHO RECEIVE SERVICES, BUT IT IS NOT CLEAR WHICH ASPECTS OF THE WIN EFFORT PROVIDE THESE BENEFICIAL RESULTS; (3) WORK-FOR-RELIEF EFFORTS

(CONT.)
5259 ARE NOT COST EFFECTIVE; (4) WHEN PUBLIC SERVICE JOBS ARE PROVIDED FOR WELFARE RECIPIENTS, THE RECIPIENTS FUNCTION VERY WELL, ACCORDING TO THEIR WORK SUPERVISORS AND SELF-EVALUATION; AND (5) WITHOUT PROVISION OF MORE JOBS AT WHICH HEADS OF HOUSEHOLDS CAN EARN SUFFICIENT WAGES TO SUPPORT THEIR FAMILIES ABOVE THE POVERTY LEVEL, WIN CAN HAVE ONLY A MARGINAL IMPACT ON THE WELFARE SITUATION. A NINE-PAGE ANNOTATED BIBLIOGRAPHY IS APPENDED. (TA)
ERIC: ED136011   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 ($3.00)

5260 WHAT ILLEGAL ALIENS COST THE ECONOMY   1977
BUSINESS WEEK, NO.2487, JUNE 13, 1977, P. 86-93.
ECONOMICS, GOVERNMENT REGULATION, LABOR FORCE, MIGRANT WORKERS, SOCIAL COSTS, SOCIAL ISSUES, UNEMPLOYMENT, WORKING CONDITIONS
EXAMINES THE MANY SIDES OF THE PROBLEM OF ILLEGAL ALIENS IN THE U.S. WORKFORCE. WORKING STANDARDS AND WAGES ARE KEPT DOWN, UNEMPLOYMENT RATES ARE UP, AND PUBLIC SERVICES ARE STRAINED WHILE THE WORKERS ARE AS BOUND AS SLAVES.
MGMT: BWE77F1336

5261 WHAT IS A DAYS WORK A PERSONNEL PRACTICES GUIDE FOR HOUSEHOLD EMPLOYEES AND EMPLOYERS. 70
BOWEN, UVELIA S. A.
NOTES: 208P.
ADMINISTRATOR GUIDES, EMPLOYEE RESPONSIBILITY, EMPLOYER EMPLOYEE RELATIONSHIP, IMPROVEMENT PROGRAMS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, LABOR CONDITIONS, MAIDS, PERSONNEL POLICY, PROGRAM DESCRIPTIONS, RECRUITMENT, SCHOOL POLICY, SCHOOL SERVICES, SERVICE OCCUPATIONS, SUPERVISORY TRAINING, VOCATIONAL COUNSELING, VOCATIONAL SCHOOLS, EMPLOYER RESPONSIBILITY, HEART, HOUSEHOLD EMPLOYMENT ASSN REEVALUATION TRAINING, HOUSEHOLD OCCUPATIONS
THE GUIDE PRESENTS THE POLICIES OF THE HOUSEHOLD EMPLOYMENT ASSOCIATION FOR REEVALUATION AND TRAINING (HEART) FOR UPGRADING THE STATUS OF HOUSEHOLD EMPLOYMENT. AN OVERVIEW IS GIVEN OF THE ASSOCIATIONS METHODS OF RECRUITMENT, TRAINING (IN ITS LICENSED, PRIVATE TRADE SCHOOL), COMMUNITY EDUCATION, JOB DEVELOPMENT, AND POST-PLACEMENT COUNSELING. THE FIRST CHAPTER IS DIVIDED INTO TWO PARTS PART ONE ESTABLISHES POLICY FOR ALL HEART EMPLOYEES AND EMPLOYERS (ASSIGNMENTS, HOURS, WAGES, SICK LEAVE, ETC.); PART TWO DETAILS SPECIFICALLY POLICIES FOR EACH OF 22 CATEGORIES OF EMPLOYMENT (CLEANING TECHNICIAN WITH LIGHT LAUNDRY, GERIATRICS ASSISTANT, FOODS TECHNICIAN, PARTY AIDE, ETC.). FOUR SHORT CHAPTERS DEAL WITH THE ASSOCIATIONS POLICIES OF BALANCED EMPLOYER-EMPLOYEE RELATIONSHIPS, DETAILING THE RIGHTS AND RESPONSIBILITIES OF EACH; OF UPGRADING THE IMAGE OF HOUSEHOLD EMPLOYMENT; AND OF NEIGHBORHOOD-BASED, SELF-HELP, HOME-LIFE SITUATION DAY CARE FOR EMPLOYEES CHILDREN. A FINAL, LENGTHIER CHAPTER ASSISTS AN EMPLOYER IN ASSUMING THE ROLE OF SUPERVISOR BY INSTRUCTING HER IN THE DETERMINATION OF A REALISTIC DAYS WORK AND IN THE PREPARATION OF TASK SHEETS. (AJ)
ERIC: ED097432   UVELIA S. A. BOWEN, 441 EAST VERNON ROAD, PHILADELPHIA, PENNSYLVANIA 19119 ($2.50)

5262 WHAT IS A RECESSION   1974
ACKLEY, G.
DUNS REVIEW, VOL. 104, NO.6, DEC 1974, P. 11.
CONSUMER PRICE INDEX, ECONOMIC FORECAST, ECONOMIC THEORY, ECONOMICS, GNP, GOVERNMENT POLICY, RECESSION, UNEMPLOYMENT
DISCUSSES THE AMBIGUITY OF THE MEANING OF A RECESSION AND SUGGESTS THAT TIME IS MUCH BETTER SPENT TRYING TO END THE CURRENT ONE THAN ARGUING ABOUT WHEN IT STARTED AND WHAT IT IS.
MGMT: DUN74L0011

5263 WHAT MAKES COAL AN ELUSIVE RESOURCE   1976
BUSINESS WEEK, NO.2432, MAY 17, 1976, P. 116D-L.
BUDGET, COAL INDUSTRY, COST, ECONOMICS, ENERGY, INDUSTRY ANALYSIS, JOINT VENTURE, LABOR FORCE, MARKET DEMAND, MINING, PRODUCTION, PRODUCTION POLICY, PRODUCTIVITY, RETIREMENT, STRIKE, TECHNOLOGY
COAL PRODUCTION HAS NOT INCREASED AS FAST AS PREDICTED WITH INCREASED COSTS OF MINING AND AN INCREASING PROPORTION OF INEXPERIENCED LABOR CREATING TRAINING, SAFETY AND PRODUCTIVITY PROBLEMS. SUPERVISORY STAFF IS DOWN WITH ACCELERATION IN RETIREMENT RATE AND EVEN WITH IMPROVED TECHNIQUES, EQUIPMENT MAKERS COULD NOT MEET ADVANCED MACHINERY DEMANDS.
MGMT: BWE76E17A6-1

5264 WHAT MOTHER NEVER TOLD YOU ABOUT LIFE IN THE CORPORATION   1976
YORKS, L.
MANAGEMENT REVIEW, VOL.65, NO.4, APRIL 1976, P. 13-19.
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN, WOMEN IN BUSINESS
DISCUSSION OF SPECIAL PROBLEMS WOMEN ENCOUNTER IN CLIMBING THE CORPORATE LADDER, ALSO GUIDELINES FOR CAREER ADVANCEMENT FOR BOTH MEN AND WOMEN.
MGMT: MRE76D0013

5265 WHAT SHOULD YOU KNOW ABOUT THE WORKING WIFE AND MOTHER   SPR 72
WAGENHEIM, HELEN STOCKEN
OCCUPATIONAL MENTAL HEALTH:2(1):2-12
EMPLOYMENT, INDIVIDUAL CHARACTERISTICS, MOTHERS, PARENT RESPONSIBILITY, WORK ATTITUDES,

(CONT.)
5265 WORKING PARENTS, WORKING WOMEN
ERIC: EJ056533

5266 WHAT THE GOVERNMENT IS DOING ABOUT TRAINING NOV 70
TRAINING IN BUSINESS AND INDUSTRY:7:11:25-30
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, COMMUNITY ACTION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, VOCATIONAL EDUCATION, YOUTH PROGRAMS
A CAPSULIZED REPORT FOR FISCAL 1969. (EB)
ERIC: EJ029333

5267 WHAT THE LAW CONSIDERS DISCRIMINATION IN YOUR DEALINGS WITH EMPLOYEES 1976
THE PROFESSIONAL REPORT, SEPT 1976, P. 15-16.
ADVERTISING, AGE BIAS, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, FRINGE BENEFITS, HIRING, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, RECRUITMENT, WOMEN
THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION DEFINES DISCRIMINATION IN EMPLOYMENT AS ANY ADVERSE TREATMENT OF EMPLOYEE OR APPLICANTS BECAUSE OF RACE, SEX, COLOR, NATIONAL ORIGINS OR AGAINST A PERSON AGED 40-65 BECAUSE OF AGE.
MGMT: PR076I0015

5268 WHAT THE SUPERVISOR SHOULD KNOW ABOUT ASSESSMENT CENTERS 1975
COHEN, B.M.
SUPERVISORY MANAGEMENT, VOL.20, NO.6, JUNE 1975, P. 30-34.
CAREER DEVELOPMENT, EDUCATION, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL PSYCHOLOGY, INDUSTRIAL RELATIONS, JOB DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, MANAGEMENT TRAINING, MINORITIES, PERFORMANCE APPRAISAL, PLANNING, PROMOTION, RECRUITMENT, SUPERIOR SUBORDINATE RELATIONSHIP
ASSESSMENT CENTERS ARE USEFUL FOR JOB SELECTION, PLACEMENT, TRAINING AND CAREER DEVELOPMENT, ADVANCEMENT AND ORGANIZATION DEVELOPMENT.
MGMT: SPM75F0030

5269 WHAT THE UNIONS WANT 1977
ROBERTSON, G.
MANAGEMENT TODAY, MARCH 1977, P. 82-85.
COMMUNICATION IN ORGANIZATIONS, DISCLOSURE, DISCRIMINATION, ECONOMICS, INDUSTRIAL RELATIONS, MANAGEMENT, PARTICIPATIVE MANAGEMENT, UNIONS
THE PERPETUATION OF CLASS DISTINCTIONS WITHIN THE ORGANIZATION EMPLOYEES IS THE REAL SOURCE CONFLICT BETWEEN THE TRADE UNIONS AND MANAGEMENT.
MGMT: MTO77C0082

5270 WHAT WOMEN IN MANAGEMENT WANT: THE IDEAL VS. THE REAL 1976
VEIGA, J.F.; YANOUZAS, J.N.
ACADEMY OF MANAGEMENT JOURNAL, VOL.19, NO.1, MARCH 1976, P. 137-143. BIBLIOG. 8
JOB SATISFACTION, MANAGEMENT DEVELOPMENT, MANAGER BEHAVIOR, SURVEY, WOMEN IN BUSINESS
MEN AND WOMEN MANAGERS ARE COMPARED IN TERMS OF PLANNING AND ORGANIZATION FUNCTIONS AND ACTIVITIES, EDUCATIONAL BACKGROUND, JOB SATISFACTION, SALARY, AND OTHER DIFFERENCES.
MGMT: AMJ76C0137

5271 WHAT WOMEN THINK MEN THINK DOES IT AFFECT THEIR CAREER CHOICE MAY 71
HAWLEY, PEGGY
JOURNAL OF COUNSELING PSYCHOLOGY:18:3:193-199
ATTITUDES, CHANGING ATTITUDES, FEMALES, OCCUPATIONAL CHOICE, OCCUPATIONS, SOCIAL ATTITUDES, STEREOTYPES, WORK ATTITUDES
IN A SEARCH FOR AN EMPIRICAL DATA BASE APPROPRIATE TO WOMENS CAREERS, THE SUPPOSITION THAT MENS VIEWS PLAY AN IMPORTANT ALTHOUGH OFTEN UNRECOGNIZED PART IN THE CAREERS WOMEN CHOOSE WAS SUPPORTED. WOMEN MAY BE INFLUENCED BY WHAT THEY BELIEVE MEN THINK IS APPROPRIATE FEMALE BEHAVIOR. (AUTHOR)
ERIC: EJ038942

5272 WHAT WOMEN WANT IN A JOB 1977
WEAVER, C.N.
THE PERSONNEL ADMINISTRATOR, VOL.22, NO.6, JUNE 1977, P. 66-71. BIBLIOG. 10
EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LABOR FORCE, MOTIVATION, PSYCHOLOGY, WAGES, WOMEN, WOMEN IN BUSINESS
EXAMINES WOMENS MOTIVATIONS AND REASONS FOR WORKING DEPENDENT UPON PERSONAL CHARACTERISTICS. FINDS THAT MORE WOMEN ARE WORKING FOR SOME SENSE OF SATISFACTION AND ACCOMPLISHMENT RATHER THAN JUST HIGH INCOME.
MGMT: PA077F0066

5273 WHAT 600 COMPANIES SPEND FOR RESEARCH 1977
BUSINESS WEEK, NO.2489, JUNE 27, 1977, P. 62-84.
ACCOUNTING, CAPITAL EXPENDITURE, CORPORATE BEHAVIOR, ECONOMIC FORECAST, ECONOMICS, EMPLOYMENT, FINANCE, GOVERNMENT SPENDING, PRODUCT DEVELOPMENT, PROFIT PERFORMANCE, RESEARCH AND DEVELOPMENT, SEC
RD EXPENDITURES BY INDUSTRY WERE INCREASED BY 11.6% LAST YEAR ACCORDING TO A SURVEY OF 600 COMPANIES WHICH SHOWED OVER $16 BILLION SPENT, MOSTLY FOR PRODUCT IMPROVEMENT. FASTER GROWTH IN RD SPENDING IS FORECAST.
MGMT: BWE77F2762

5274 WHATEVER HAPPEND TO PRODUCTIVITY BARGAINING 1975
ADDISON, J.T.
MANAGEMENT DECISION, VOL.13, NO.5, 1975, P. 337-347, BIBLIOG. 23
COLLECTIVE BARGAINING, COMPETITION, COST OF LIVING, ECONOMIC THEORY, ECONOMICS, FINANCE, INCOME, INDUSTRIAL RELATIONS, INFLATION, LABOR RELATIONS, MANAGEMENT, PLANNING, PRODUCTIVITY, UNEMPLOYMENT, UNIONS, WAGES
CHANGING ECONOMIC ENVIRONMENT HAS LED TO CHANGES IN PRODUCTIVITY BARGAINING TO DETERMINE WAGE STRUCTURE. PRODUCTIVITY BARGAINING CAN HAVE REPURCUSSIVE EFFECT ON CONVENTIONALLY DETERMINED SETTLEMENTS. IT IS INCORRECTLY ASCRIBED A PREMATURE DEATH. FUTURE OF PRODUCTIVITY BARGAINING FOR LONG-TERM WAGE AGREEMENTS IS DISCUSSED.
MGMT: MDE7530337

5275 WHATEVER HAPPENED TO DEBBIE KRAFT AN AWARENESS GAME FOR EDUCATORS, COUNSELORS, STUDENTS, AND PARENTS. 75
FEMINISTS NORTHWEST, SEATTLE, WASH.
NOTES: 27P.; FOR RELATED DOCUMENTS, SEE SO 009 221 AND 222
AFFIRMATIVE ACTION, CAREER AWARENESS, CAREER CHOICE, CAREER EXPLORATION, CASE STUDIES, COUNSELING EFFECTIVENESS, CULTURAL AWARENESS, DECISION MAKING, DECISION MAKING SKILLS, EDUCATIONAL GAMES, FEMALES, GAMES, GUIDANCE COUNSELING, GUIDANCE OBJECTIVES, PROBLEM SOLVING, SECONDARY EDUCATION, SELF CONCEPT, SEX ROLE, SEX STEREOTYPES
AN EDUCATIONAL GAME RELATING TO ALTERNATE CAREER AND LIFE-STYLE CHOICES OF AN 18-YEAR-OLD FEMALE HIGH-SCHOOL SENIOR COMPRISES THIS BOOKLET. THE GAME IS DESIGNED TO AID YOUNG WOMEN IN THEIR ATTEMPT TO MAKE DECISIONS ABOUT THEIR LIVES. CHOICES OFFERED AT THE BEGINNING OF THE GAME ARE YOU DECIDE TO GO TO COLLEGE IN THE FALL, YOU DECIDE TO GET A JOB, YOU DECIDE TO MARRY YOUR BOYFRIEND, AND YOU DECIDE TO SPEND YOUR SUMMER AT THE BEACH AND WAIT UNTIL NEXT FALL TO MAKE A DECISION. EACH CHOICE IS FOLLOWED BY SEVERAL OPTIONS, ALL REQUIRING THE PLAYER TO TURN TO ANOTHER PAGE AND ENCOUNTER YET ANOTHER SET OF OPTIONS. ALL GAME OPTIONS EVENTUALLY LEAD TO SEVEN QUESTIONS (1) DO YOU FEEL THE FAILURE WAS DEBBIES FAULT (2) WHAT DO YOU THINK WILL HAPPEN TO DEBBIE NEXT (3) WHAT GROUPS AND AGENCIES IN DEBBIES COMMUNITY COULD HAVE GIVEN HER INFORMATION, ENCOURAGEMENT, AND MORAL SUPPORT (4) HOW COULD DEBBIES SITUATION HAVE CHANGED WHO COULD HAVE CHANGED IT (5) HOW COULD DEBBIES PARENTS, TEACHERS, AND COUNSELORS HAVE PREPARED HER TO BECOME AN INDEPENDENT, CONFIDENT, SELF-FULFILLED WOMAN (6) HOW COULD THEY HAVE HELPED HER AVOID GETTING TRAPPED (7) IN WHAT WAYS ARE PEOPLE WORKING FOR SOCIAL CHANGE SO THAT YOUNG WOMEN CAN HAVE DIFFERENT LIFE OPTIONS BIBLIOGRAPHIC SOURCES ARE CITED. (AUTHOR/DB)
ERIC: ED129235 FEMINISTS NORTHWEST, 5038 NICKLAS PLACE NE, SEATTLE, WASHINGTON 98105 ($0.75 PAPER COVER)

5276 WHATS AHEAD FOR THE AUTO 1975
NATIONS BUSINESS, VOL.63, NO.3, MARCH 1975, P. 34-37.
AUTOMATION, AUTOMOBILE INDUSTRY, COST BENEFIT ANALYSIS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, INFLATION, LABOR FORCE, LABOR UNIONS, PRODUCTIVITY, TECHNOLOGICAL CHANGE
GENERAL MOTORS RETIRED PRESIDENT EDWARD N. COLE COMMENTS ON FUTURE OF AUTO INDUSTRY AND UNION ATTITUDE ON NEW TECHNOLOGY.
MGMT: NB975C0034

5277 WHATS AHEAD FOR THE POSTAL SERVICE 1977
DALY, J.J.
PUBLIC RELATIONS JOURNAL, VOL.33, NO.1, JAN 1977, P. 15-17.
BANKRUPTCY, BUDGET, COST, DISTRIBUTION, ECONOMICS, EMPLOYMENT, ENERGY, GOVERNMENT AGENCY, INFLATION, LABOR, PRODUCTIVITY, SUBSIDIES
AT A CRISIS CROSSROADS, THE POSTAL SERVICE FACES CHALLENGES WHICH COULD END IN DRASTIC CHANGES SUCH AS THREE DELIVERIES PER WEEK. VOLUME IS DOWN, SUBSIDIES ARE NEEDED TO KEEP IT GOING, EMPLOYMENT IN IT DECLINES, AND USERS SEEK OTHER MEANS TO ACHIEVE MAIL DELIVERIES.
MGMT: PRJ7740015

5278 WHATS NEW IN CAREER MANAGEMENT 1976
HALL, D.T.; HALL, F.S.
ORGANIZATIONAL DYNAMICS, VOL.5, NO.1, SUMMER 1976, P. 17-33. BIBLIOG. 7
CAREER DEVELOPMENT, EEO, HUMAN RESOURCE DEVELOPMENT, JOB ENRICHMENT, JOB MOBILITY, LABOR TURNOVER, MANAGEMENT, MANAGEMENT DEVELOPMENT, PERSONNEL MANAGEMENT, PROMOTION
ADRESSES SEVERAL COMMON PROBLEMS IN PERSONNEL MANAGEMENT FROM THE STANDPOINT OF CAREER MANAGEMENT SOLUTIONS: RAPID TURNOVER OF NEW EMPLOYEES, QUICK DEVELOPMENT OF HIGH-POTENTIAL EMPLOYEES INCREASING PROMOTION OPPORTUNITIES IN THE STABLE OR CONTRACTING ORGANIZATION. ALSO ADRESSED ARE SOME PROBLEM AREAS NOT YET CONSIDERED BY CAREER DEVELOPMENT ADVOCATES: MANPOWER PLANNING, EEO PROBLEMS, AND DUAL CAREERS.
MGMT: OR076PJ017

5279 WHEELCHAIRMANSHIP PROJECT. A PROGRAM TO EDUCATE PERSONNEL IN THE TRANSPORTATION, HOTEL AND RESTAURANT, AND ENTERTAINMENT INDUSTRIES IN IMPROVED TECHNIQUES FOR SERVING DISABLED PEOPLE. FINAL REPORT. 30 APR 71
SMITH, ANITA P.;AND OTHERS
AMERICAN REHABILITATION FOUNDATION, MINNEAPOLIS, MINN. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION GRANTS.
NOTES: 170P.
AUDIOVISUAL AIDS, EDUCATIONAL PROGRAMS, EMPLOYEE ATTITUDES, FOOD SERVICE INDUSTRY, FOOD

(CONT.)
5279 SERVICE WORKERS, HOTELS, PHYSICALLY HANDICAPPED, PUBLIC RELATIONS, RESEARCH PROJECTS, SERVICE WORKERS, TABLES (DATA), TRAINING TECHNIQUES, TRANSPORTATION, WHEELCHAIRMANSHIP PROJECT
IN A PROJECT DESIGNED TO TRAIN CUSTOMER SERVICE PERSONNEL IN IMPROVED METHODS OF ASSISTING THE PHYSICALLY DISABLED, AUDIO-VISUAL TRAINING MATERIALS WERE DEVELOPED AND PRESENTED DURING 2-WEEK COURSES INVOLVING 1,058 EMPLOYEES AT TRANSPORTATION, HOTEL/RESTAURANT, AND ENTERTAINMENT CENTERS IN 25 CITIES. THE PARTICIPANTS JUDGED THE TRAINING PROGRAM AND MATERIALS TO BE RELEVANT, NEEDED, AND CONTRIBUTIVE TO THE DEVELOPMENT OF POSITIVE ATTITUDES TOWARD THE PHYSICALLY DISABLED. IN ADDITION, MANAGEMENT PERSONNEL IN SPECIFIC INDUSTRIES INDICATED WILLINGNESS TO PARTICIPATE IN SUCH PROJECTS PROVIDED LOCAL HEALTH AND/OR VOCATIONAL REHABILITATION AGENCIES WILL WORK WITH THEM IN PLANNING AND EXECUTING THE TRAINING PROGRAMS. SUMMARY DATA TABLES AND CHARTS ALONG WITH SAMPLE TRAINING MATERIALS ARE APPENDED, AND A BIBLIOGRAPHY OF ARTICLES, BOOKS, FILMS, HANDBOOKS, AND DIRECTORIES PLUS FILM AND PUBLICATION RESOURCES OF THE AMERICAN REHABILITATION FOUNDATION ARE PROVIDED. (AUTHOR/SB)
ERIC: ED078219 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 215 146, MF $.95, SEE CATALOG FOR HARDCOPY PRICE)

5280 WHEN A COWTOWN TURNS INTO A BOOMTOWN 1976
RAMSEY, S.
BUSINESS WEEK, NO.2400, MAY 24, 1976, P. 288-D.
COMMUNITY RELATIONS, ECONOMICS, ENERGY, ENTREPRENEURSHIP, JOB DEVELOPMENT, LEASING, MINORITIES, NATURAL GAS, PETROLEUM INDUSTRY, PRODUCTION, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
LAREDO, TEXAS HAS PROVEN TO BE A RICH NATURAL GAS PRODUCING AREA, AND A MEXICAN-AMERICAN, OSCAR GUTIERREZ, GETS $28,000 A MONTH IN ROYALTIES. A GAS COMPANY PAID HIM A $233,000 BONUS FOR DRILLING RIGHTS ON HIS LAREDO PROPERTY.
MGMT: BWE76E2428

5281 WHEN CAREER COUPLES HAVE CONFLICTS OF INTEREST 1976
BUSINESS WEEK, NO.2462, DEC 13, 1976, P. 86-90.
BUSINESS ETHICS, EEC, EMPLOYEE BEHAVIOR, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN
MORE COMPANIES ARE LEARNING TO COPE WITH EMPLOYEES MARRIED TO OR DATING EMPLOYEES IN RIVAL COMPANIES. EEOC DOES NOT PERMIT CORPORATE ACTION OTHER THAN ENCOURAGING TRUST IN ONES EMPLOYEES.
MGMT: BWE76L1336

5282 WHEN MINERS TRY TO BOSS THEMSELVES 1976
BUSINESS WEEK, NO.2417, FEB 2, 1976, P. 28E-H.
CAPITAL EXPENDITURE, COAL INDUSTRY, DECISION THEORY, INDUSTRIAL RELATIONS, MANAGEMENT, MANAGEMENT THEORY, MINING, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, SAFETY, TEAM APPROACH, UNIONS, WORKING CONDITIONS
THE RUSHTON SCHEME, A UNION-MANAGEMENT APPROACH AT RUSHTON (PENNSYLVANIA) MINING CO. GIVES DECISION MAKING AUTHORITY TO MINERS, WITH MAJOR RESPONSIBILITY FOR COAL PRODUCTION NO LONGER ON MANAGEMENT. THE SAFETY OF MINERS HAS IMPROVED, BUT NOT ALL WORKERS FAVOR THE APPROACH.
MGMT: BWE76B0228-2

5283 WHEN MOTHERS ARE ALSO MANAGERS 1977
BUSINESS WEEK, NO.2479, APRIL 18, 1977, P. 155-158.
CAREER DEVELOPMENT, CHILD CARE, CHILDREN, EXECUTIVE, MANAGEMENT, WOMEN, WOMEN IN BUSINESS
CORPORATE EXECUTIVES WHO ARE ALSO MOTHERS HAVE TO TRADE-OFF FROM BOTH CAREER AND FAMILY. MOST HAVE SUCCESSFULLY BEEN ABLE TO COMBINE THE TWO THROUGH CORPORATIONS WHICH HAVE ACCOMMODATED EXECUTIVES THEY WANT TO KEEP, AND ACCOMMODATING FAMILIES.
MGMT: BWE77D1825

5284 WHEN MOTHERS WORK THE BATTLE FOR DAY CARE MAY 7 73
GUGGENHEIMER, ELINOR C.
NATION:216:19:594-597
FEDERAL GOVERNMENT, PUBLIC POLICY, DAY CARE PROGRAMS, UNITED STATES HISTORY, POLITICAL ISSUES, POVERTY PROGRAMS, DAY CARE SERVICES, WORKING PARENTS, DISADVANTAGED YOUTH
ANALYZES THE BATTLE OVER DAY CARE, WHICH SEEMS TODAY PARTICULARLY VIOLENT AS THE EARLIER GROUP OF ITS PROPONENTS HAS BEEN JOINED BY AN ACTIVE AND SOMETIMES MILITANT GROUP OF WOMENS LIBERATIONISTS WHO BELIEVE THAT THE COUNTRY SHOULD PROVIDE 24 HOUR SERVICES FOR ALL CHILDREN, AND BY NEWLY FORMED COMMUNITY GROUPS. (AUTHOR/JM)
ERIC: EJ080424

5285 WHEN REFUGEES MEET RECESSION 1975
BUSINESS WEEK, NO.2381, MAY 19, 1975, P. 41.
DISCRIMINATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, IMMIGRATION, LABOR FORCE, LABOR LAW, PUBLIC ADMINISTRATION, RECESSION, UNEMPLOYMENT, UNIONS, VIETNAM
THE PRESIDENTIAL TASK FORCE ON VIETNAMESE REFUGEES COORDINATES FINDING JOBS AND SPONSORS FOR THE 130,000 TO 150,000 REFUGEES NOW IN THE U.S. THERE IS ALSO THE PROBLEM OF CONVINCING UNEMPLOYED AMERICANS THAT THEY ARE NOT BEING DISCRIMINATED AGAINST.
MGMT: BWE75E1941

5286 WHEN THE U.S. PAID FOR DAY CARE SEP-OCT 75
SLOBODIN, CAROL
DAY CARE AND EARLY EDUCATION:3:1:22-25,49
GOVERNMENT ROLE, CHILD CARE, PROGRAM DESCRIPTIONS, WORKING PARENTS, EDUCATIONAL HISTORY, EARLY CHILDHOOD EDUCATION, DAY CARE SERVICES, KAISER CHILD SERVICE CENTERS
DESCRIBES THE KAISER CHILD SERVICE CENTERS, OPERATED BY A SHIP-BUILDING FIRM AND SUPPORTED IN PART BY THE FEDERAL GOVERNMENT DURING WORLD WAR II, WHICH PROVIDED 24-HOUR CHILD CARE SERVICES TO FAMILIES WORKING FOR THE COMPANY. OFFERS MANY IDEAS RELEVANT TO . TODAYS CHILD CARE NEEDS. (ED)
ERIC: EJ128111

5287 WHEN WORKERS HIT THE STREET-TO SELL 1975
BUSINESS WEEK, NO.2384, JUNE 9, 1975, P. 25-26.
ECONOMICS, EMPLOYEE RELATIONS, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, INVENTORY MANAGEMENT, JOB DEVELOPMENT, JOB ENRICHMENT, LAYOFF, MARKETING, RECESSION, SALES MANAGEMENT, SALES VOLUME, SALESMEN AND SALESMANSHIP
KIMBERLY-CLARK CORP. TO CUT INVENTORIES SENT 75 WORKERS FROM PRODUCTION LINE TO SELL CONSUMER GOODS IN STREET. PRODUCTION WORKERS LEARNED NEW TALENT, SOME WILL GET SALES JOBS.
MGMT: BWE75F0925

5288 WHEN 634,000 PEOPLE GET LOST 1975
BUSINESS WEEK, NO.2395, AUG 25, 1975, P. 17-18.
ECONOMIC PLANNING, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, PAYROLL, SMALL BUSINESSES, STATISTICS, UNEMPLOYMENT
HOUSEHOLD SURVEYS OF THE SECOND QUARTER BY THE BUREAU OF LABOR STATISTICS INDICATED A 1.2-MILLION INCREASE IN NEW JOBS, BUT A SURVEY OF NONFARM PAYROLLS SHOWED EMPLOYMENT DECLINE ENDING IN JUNE. THE DISCREPANCY TOTALS 634,000 JOBS.
MGMT: BWE75H2517-1

5289 WHERE DO WE GO FROM HERE A STUDY OF THE ROADS AND ROADBLOCKS TO CAREER MOBILITY FOR PARAPROFESSIONALS WORKING IN HUMAN SERVICE AGENCIES. DEC 69
GOULD, KAROLYN R.
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 158P.
CAREER OPPORTUNITIES, CAREER PLANNING, COMMUNITY AGENCIES (PUBLIC), DISADVANTAGED YOUTH, EMPLOYMENT PRACTICES, HUMAN SERVICES, JOB TRAINING, MINORITY GROUPS, NONPROFESSIONAL PERSONNEL, OCCUPATIONAL MOBILITY, NATIONAL COMMITTEE ON THE EMPLOYMENT OF YOUTH
THIS REPORT GIVES THE FINDINGS OF A STUDY DESIGNED TO IDENTIFY OBSTACLES TO CAREER MOBILITY AMONG PARAPROFESSIONALS IN SOCIAL SERVICE AGENCIES AND TO MAKE RECOMMENDATIONS FOR OPENING CHANNELS FOR ADVANCEMENT. THE EXPERIENCES OF A GROUP OF PARAPROFESSIONALS HIRED IN A SPECIAL PROJECT IN 1965 AND 1966 BY THE NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY) PROVIDED DATA FOR THE STUDY. OBSTACLES WERE CIVIL SERVICE REQUIREMENTS, PROFESSIONAL STANDARDS, LACK OF SUPPLEMENTARY TRAINING AND EDUCATION, AND THE INSISTENCE OF A B.A. DEGREE FOR ELIGIBILITY TO HIGHER LEVEL JOBS. IMPLEMENTATION OF A NATIONAL POLICY OF GUARANTEE OF EQUAL OPPORTUNITY FOR ADVANCEMENT, (1) THROUGH MEASURES DESIGNED TO HELP PARAPROFESSIONALS ADVANCE WITHIN THE CURRENT FRAMEWORK OF AGENCY HIRING POLICIES AND JOB STRUCTURES, (2) THROUGH MEASURES DESIGNED TO HELP AGENCIES CHANGE THAT FRAMEWORK, AND (3) THROUGH MEASURES DESIGNED TO HELP FIELDS OF SERVICE RE-EVALUATE THE TOTAL FRAMEWORK OF THEIR SERVICES AND USE OF MANPOWER, IS RECOMMENDED. SPECIFIC WAYS OF IMPLEMENTING THE ABOVE RECOMMENDATIONS ARE SUMMARIZED. APPENDED ARE BACKGROUND INFORMATION ON THE NCEY QUESTIONNAIRE, AND A LIST OF AGENCIES EMPLOYING AND/OR TRAINING NCEY GRADUATES. (KG)
ERIC: ED039281

5290 WHERE MURKY AIR MEANS PROSPERITY 1976
FREEMAN, F.
BUSINESS WEEK, NO.2417, FEB 2, 1976, P. 103-C.
COAL INDUSTRY, ECONOMIC TRENDS, ECONOMICS, EXTERNAL ENVIRONMENT, GOVERNMENT REGULATION, HEALTH HAZARD, INCOME, POLLUTION, PROFIT PERFORMANCE, UNEMPLOYMENT, UNIONS, UTILITIES
STEUBENVILLE, OHIO, HAS REMAINED PROSPEROUS DESPITE HEAVY AIR POLLUTION FROM INDUSTRIAL PLANTS, BUT EPA REGULATIONS WILL EVENTUALLY TAKE EFFECT, AND COMPANIES WILL HAVE TO FILE COMPLIANCE PLANS BY APRIL.
MGMT: BWE7630210

5291 WHERE PARTICIPATIVE MANAGEMENT WORKS 1977
MALONE, H.
CANADIAN BUSINESS MAGAZINE, MARCH 1977, P. 22,24,28.
BEHAVIORAL SCIENCE, EMPLOYEE RIGHTS, HIRING, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANUFACTURING, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, TEAM APPROACH
AN ONTARIO MANUFACTURING PLANT WENT ALL OUT FOR PARTICIPATIVE MANAGEMENT IN 1975 WITH RESULTS THAT JUSTIFIED THE EFFORT. NOT ONLY DID MANAGEMENT ADOPT TEAM PRODUCTION TECHNIQUES BUT ALLOWED EMPLOYEES TO SELECT THEIR OWN TEAMS. WHEN A SECOND SHIFT WAS HIRED, THE ORIGINAL EMPLOYEES WERE EVEN ALLOWED TO SERVE ON THE INTERVIEW COMMITTEE.
MGMT: CBM77C0022

5292 WHERE PRISON SHOPS RUN LIKE BUSINESSES 1977
BUSINESS WEEK, NO.2492, JULY 18, 1977, P. 56-64.
CRIME, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, PRODUCTION, SOCIAL ISSUES, TRAINING AND DEVELOPMENT, WAGES
DESCRIBES AN INNOVATIVE APPROACH TO PRISON EMPLOYMENT AS IT IS BEING PIONEERED IN CONNECTICUT, MINNESOTA, AND ILLINOIS. ROUTINES, WAGES AND JOBS ARE PATTERNED AFTER REAL FREE ENTERPRISE JOBS, OFTEN EVEN CONTRACTED OUT BY THE FIRM.
MGMT: BWE77G1856

5293 WHICH SUMMER JOBS ARE INTERESTING THESE ARE NEIGHBORHOOD YOUTH CORPS AND OTHERS TRIED THEM. 69
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. FORD FOUNDATION, NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 64P.
ADOLESCENTS, COMMUNITY INVOLVEMENT, COMMUNITY SUPPORT, EMPLOYMENT OPPORTUNITIES, JOB DEVELOPMENT, JOB MARKET, JOBS, JOB SATISFACTION, NEIGHBORHOOD, OCCUPATIONAL INFORMATION, SECONDARY SCHOOL STUDENTS, TEENAGERS
THIS BOOKLET PROVIDES EXAMPLES OF CHALLENGING JOBS THAT HAVE BEEN DONE BY KIDS, OFTEN NEIGHBORHOOD YOUTH CORPS ENROLLEES. JOBS RANGE FROM WORKING WITH COPS IN ATLANTA TO HELPING THE ELDERLY IN CHICAGO; FROM AIDING EMOTIONALLY DISTURBED CHILDREN IN PHILADELPHIA TO DOING CITY WIDE SURVEYS IN SALINAS, CALIFORNIA. THE JOBS PRESENTED IN THIS BOOKLET WERE CHOSEN NOT BECAUSE THEY ARE THE BEST NECESSARILY, BUT BECAUSE TOGETHER THEY REVEAL THE FASCINATING VARIETY OF JOBS IN WHICH YOUTH CAN EXCEL. THE BOOKLET BEGINS WITH A BRIEF NOTE ON YOUTH AND THE BOOKLET ITSELF. SOME GUIDELINES ARE PRESENTED FOR ADULTS. JOBS ARE LISTED BY TYPES, INCLUDING (1) HEALTH, (2) RECREATION, (3) TUTORING, (4) LAW ENFORCEMENT, AND (5) TAILORING JOBS FOR THE COMMUNITY. A CONTACT FOR ADDITIONAL INFORMATION ON THE JOBS LISTED, IS GIVEN. A BRIEF DESCRIPTION OF WAYS TO EVALUATE JOBS IS GIVEN AT THE END OF THE BOOKLET. (AUTHOR/KJ)
ERIC: ED034265 THE NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., 36 WEST 44TH STREET, NEW YORK CITY, NEW YORK 10036 (NO PRICE IS QUOTED)

5294 WHITE ETHNIC AND BLACK ECONOMIC ASSIMILATION AND MOBILITY A STUDY OF EMPLOYMENT PATTERNS AND DETERMINANTS IN SELECTED SMSAS JAN 75
LICHTENSTEIN, JULES H.
CORNELL UNIV., ITHACA, N.Y. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-91-36-72-42
NOTES: FINAL REPT. 486P
ETHNIC GROUPS, ASSIMILATION, CAUCASIANS, NTISLABPEU
THE STUDY EXAMINES PROCESSES BY WHICH ETHNIC AND RACIAL NEWCOMERS BECOME INTEGRATED INTO THE URBAN ECONOMY AND IMPROVE THEIR WELL-BEING. THE GENERAL QUESTION ADDRESSED IS WHETHER BLACKS ARE FOLLOWING THE SAME PATTERN OF ASSIMILATION AND MOBILITY WITHIN LOCAL LABOR MARKETS AS WHITE ETHNIC GROUPS. EMPLOYING A SUBSAMPLE OF MALES 14 AND OVER SELECTED FROM THE UNPUBLISHED 1970 ONE-IN-A-HUNDRED SMSA AND COUNTY GROUP PUBLIC USE SAMPLE OF THE CENSUS, SEVERAL EUROPEAN WHITE ETHNIC GROUPS, INCLUDING IRISH, GERMANS, POLES, ITALIANS, AND RUSSIANS AS WELL AS PUERTO RICANS ARE COMPARED WITH BLACKS IN FOUR NORTHERN LABOR MARKETS-NEW YORK, CHICAGO, PHILADELPHIA AND DETROIT. AN INTERGENERATIONAL MODEL IS TESTED WITH RESPECT TO BOTH ETHNIC AND RACIAL INDUSTRIAL AND OCCUPATIONAL EMPLOYMENT PATTERNS. STEPWISE MULTIPLE REGRESSION IS EMPLOYED TO ANALYZE DETERMINANTS OF ETHNIC AND RACIAL SOCIO-ECONOMIC STATUS AND LABOR FORCE PARTICIPATION. INTERGROUP COMPETITION IS PROBED IN 54 TWO-DIGIT SIC INDUSTRIES IN THE FOUR LABOR MARKETS. POLICY IMPLICATIONS ARE PRESENTED. DATA APPENDICES AND BIBLIOGRAPHY ARE INCLUDED.
NTIS: PB-243 254/0ST NTIS PRICES PC$12.00/MF$2.25

5295 WHITE WORKERS AND BLACK TRAINEES AN OUTLINE OF SOME OF THE ISSUES RAISED BY SPECIAL TRAINING PROGRAMS FOR THE DISADVANTAGED. KEY ISSUES SERIES, NUMBER 13. 73
SHEDD, JOSEPH B.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 41P.
ADULT VOCATIONAL EDUCATION, CAUCASIANS, COMPENSATORY EDUCATION PROGRAMS, INDUSTRIAL RELATIONS, INDUSTRIAL TRAINING, JOB TRAINING, LABORERS, NEGROES, RACE RELATIONS, RACIAL ATTITUDES, RESENTMENT, ROLE PERCEPTION, SOCIAL ATTITUDES, TRAINEES, WORK ATTITUDES
THE PURPOSE OF THIS REPORT IS TO PROVIDE A FIRMER FOUNDATION FOR CONSIDERING THE QUESTIONS INVOLVED IN REGULAR WORKERS REACTIONS TO TRAINING PROGRAMS FOR THE DISADVANTAGED. OPERATING FROM WHAT IS LARGELY A SOCIAL-PSYCHOLOGICAL PERSPECTIVE, THE WRITER HAS ATTEMPTED TO OUTLINE SOME OF THE ISSUES WHICH SEEM IMPORTANT. SINCE THERE HAS BEEN SO LITTLE RESEARCH ON THE SUBJECT, THE FIRST SECTION OF THIS REPORT WILL LOOK MORE CLOSELY AT THE QUESTION OF WHY THE REACTIONS OF REGULAR WORKERS ARE IMPORTANT TO TRAINEES AND TO THE SUCCESS OF A PROGRAM. A FOLLOWING SECTION WILL CONSIDER HOW REGULAR WORKERS MIGHT INTERPRET AND RESPOND TO THE BEHAVIOR OF TRAINEES. OTHER SECTIONS WILL DISCUSS THE REACTIONS OF COWORKERS TO TRAINING PROGRAMS THEMSELVES, AND, PARTICULARLY, THEIR REACTIONS TO THE SPECIAL TREATMENT WHICH TRAINEES OFTEN RECEIVE; STRUCTURAL ELEMENTS, SUCH AS WORK GROUPS AND SUPERVISION; AND HOW EMPLOYERS MIGHT MINIMIZE NEGATIVE REACTIONS AND ENCOURAGE PROGRAM SUPPORT ON THE PART OF REGULAR WORKERS. THIS REPORT DEALS WITH THE REACTIONS OF REGULAR WORKERS TO TRAINEES. THIS TRAINING MAY CONSIST OF FORMAL CLASSROOM INSTRUCTION IN BASIC EDUCATION OF WORK SKILLS, GROUP COUNSELING, ORIENTATION SESSIONS ON PLANT RULES AND WORK BEHAVIOR, ACTUAL JOB PERFORMANCE UNDER CLOSER SUPERVISION THAN NORMAL, OR ANY COMBINATION OF THESE APPROACHES. (AUTHOR/JM)
ERIC: ED084324 PUBLICATIONS DIV., NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR

(CONT.)
5295 RELATIONS, CORNELL UNIV., ITHACA, N.Y. 14850 ($2.00)

5296 WHO CARES FOR CHILDREN A SURVEY OF CHILD CARE SERVICES IN NORTH CAROLINA. APR 74
LEARNING INST. OF NORTH CAROLINA, DURHAM.
NOTES: 115P.
CHILD CARE, CHILD WELFARE, DAY CARE PROGRAMS, EARLY CHILDHOOD EDUCATION, FAMILY (SOCIOLOGICAL UNIT), FAMILY DAY CARE, HEALTH NEEDS, KINDERGARTEN, NEEDS ASSESSMENT, NURSERY SCHOOLS, PARENT EDUCATION, PARENT PARTICIPATION, STATE FEDERAL SUPPORT, STATE SURVEYS, WORKING WOMEN, LEARNING INSTITUTE OF NORTH CAROLINA
THIS REPORT REPRESENTS A STATEWIDE SURVEY OF CHILD CARE SERVICES IN NORTH CAROLINA, INCLUDING DAY CARE CENTERS, FAMILY DAY CARE HOMES, NURSERY SCHOOLS, AND KINDERGARTENS. INTERVIEWS WERE CONDUCTED TO ASCERTAIN THE EXTENT TO WHICH NORTH CAROLINIAN CHILDREN WERE RECEIVING ADEQUATE HEALTH CARE, ADEQUATE NUTRITION, AND OTHER BASIC CARE. DATA ON FAMILY INCOME, FAMILY MEMBER OCCUPATIONS, FAMILY LIFE, AND CHILD CARE COSTS WERE COMPILED. THE STATUS OF PARENT EDUCATION PROGRAMS AND PARENT INVOLVEMENT IN CHILD CARE SERVICES WAS EVALUATED. FEDERAL AND STATE SUPPORT OF CHILD CARE SERVICES WAS SURVEYED. STATISTICAL DATA ON CHILD CARE SERVICES COLLECTED DURING THE SURVEY AND BY THE U.S. CENSUS BUREAU ARE PRESENTED IN TABLES. ANALYSIS OF THESE DATA AND RECOMMENDATIONS FOR IMPROVEMENT OF CHILD CARE SERVICE DELIVERY IN NORTH CAROLINA ARE INCLUDED. (BRT)
ERIC: ED116768 THE LEARNING INSTITUTE OF NORTH CAROLINA PRESS, 1006 LAMOND AVENUE, DURHAM, NORTH CAROLINA 27701 (PAPER, $3.00)

5297 WHO GETS TRAINED A LOOK AT PARTICIPATION IN COMPANY TRAINING PROGRAMS. 20 APR 74
YANEY, JOSEPH P.: BROCERICK, ROGER D.
LOYOLA UNIV., CHICAGO, ILL.: OHIO STATE UNIV., COLUMBUS.
NOTES: 19P.: PAPER PRESENTED AT THE NATIONAL SOCIETY FOR PERFORMANCE AND INSTRUCTION ANNUAL CONFERENCE (MIAMI BEACH, FLORIDA, APRIL 20, 1974)
CAUCASIANS, COMPARATIVE ANALYSIS, DISADVANTAGED YOUTH, INDUSTRIAL TRAINING, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NEGROES, PROGRAM EFFECTIVENESS, RACIAL FACTORS, NATIONAL LONGITUDINAL SURVEY OF THE LABOR FORCE, PRETRAINING
A STUDY OF PARTICIPATION IN TRAINING HAD AS SUBJECTS BLACK AND WHITE EMPLOYEES WHO WERE 17-24 YEARS OF AGE, NOT ENROLLED IN SCHOOL FROM 1966 TO 1969, AND WHO RECEIVED COMPANY-SPONSORED TRAINING. MOST OF THE EMPLOYEES WERE IN LOWER SOCIO-ECONOMIC STATUS JOBS. SOME 19% OF THE BLACK YOUTHS RECEIVED SOME PRETRAINING, WHILE APPROXIMATELY 10% OF THE WHITE YOUTHS WERE PRETRAINED. THE SAMPLE CONSISTED OF 905 WHITE YOUTHS AND 342 BLACK YOUTHS DRAWN FROM THE NATIONAL LONGITUDINAL SURVEY OF THE LABOR FORCE, A PROJECT SPONSORED BY THE U.S. DEPARTMENT OF LABOR. COMPARISONS WERE MADE BETWEEN THOSE WHO DID NOT RECEIVE TRAINING DURING THAT INTERVAL. THE STUDY CONCLUDED THAT (1) EMPLOYERS PLAY AN IMPORTANT PART IN HELPING WITH UPWARD MOBILITY OF THE LABOR FORCE: (2) THE TYPE OF TRAINING RECEIVED RELATES TO THE OCCUPATIONAL OPPORTUNITIES OF THE YOUTHS: AND (3) BROADER OPPORTUNITIES FOR TRAINING FOR BLACK AND WHITE YOUTHS WILL HELP REDUCE THE ECONOMIC DIFFERENTIALS. (AUTHOR/WCM)
ERIC: ED095336

5298 WHO NEEDS WHAT KIND OF DAY CARE CENTER JUN 73
ZAMOFF, RICHARD B.: LYLE, JEROLYN R.
CHILD WELFARE:52:6:351-58
DAY CARE PROGRAMS, DAY CARE SERVICES, PROGRAM DEVELOPMENT, PUBLIC POLICY, INFORMATION NEEDS, WORKING WOMEN, PRESCHOOL CHILDREN, EDUCATIONAL RESEARCH
THIS PAPER SORTS OUT THE KINDS OF INFORMATION POLICY MAKERS NEED AT THE COMMUNITY LEVEL, SUGGESTS WAYS TO ACQUIRE KINDS OF INFORMATION ESPECIALLY RELEVANT AND DIFFICULT TO OBTAIN, AND INDICATES THE RANGE OF OPTIONS OPEN TO COMMUNITIES IN DEVELOPING DAY CARE PROGRAMS. (AUTHOR)
ERIC: EJ080386

5299 WHO WANTS TO RETIRE 1976
HOPKINS, M.E.: WOOD, M.A.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.7, OCT 1976, P. 38-41.
COUNSELING, EDUCATION, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, INCOME, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, PENSION PLAN, PERSONNEL MANAGEMENT, RETIREMENT, SALARY, YOUTH
PRE-RETIREMENT ATTITUDES DIFFER AMONG THOSE IN SIMILAR SITUATIONS, WITH 63% OF SAMPLES WILLING TO RETIRE. OF THE UNWILLING 40% WERE IN LOWEST SALARY GROUP BUT ONLY 13% FELT IT WAS NOT ADEQUATE. RETIREMENT COUNSELING IS RECOMMENDED.
MGMT: PA076J0038

5300 WHO WILL TAKE CARE OF YOUR CHILD WHEN YOU ARE IN TRAINING OR ON THE JOB
CHILDRENS BUREAU (DHEW), WASHINGTON, D.C.
NOTES: 16P.
CHILD CARE, CHILD CARE CENTERS, DAY CARE SERVICES, GOVERNMENT PUBLICATIONS, GUIDES, MOTHERS, WORKING WOMEN
THIS BOOKLET GIVES MOTHERS BASIC INFORMATION ABOUT ARRANGING FOR CHILD CARE BEFORE GOING TO WORK. THE BOOKLET IS WRITTEN ON A SIMPLE READING LEVEL AND INCLUDES THE FOLLOWING SECTIONS (1) THERE ARE SEVERAL KINDS OF DAY CARE: (2) CARE DEPENDS ON CHILDS AGE: (3) OLDER CHILD NEEDS GOOD PLAN: (4) MUST HAVE HEALTH TEST: (5) WITH GROUP OWN AGE: (6) CHOOSE PLACE TO SEND HIM: (7) TAKE HIM ON VISIT FIRST: (8) LEARN TO KNOW DAY CARE PEOPLE: (9) HE MAY BECOME SICK: (10) GIVE HIM ATTENTION EACH DAY: (11) YOU MAY SERVE ON A COMMITTEE: AND (12) YOU CAN APPEAL THE DAY CARE WORKERS DECISION. (KM)

(CONT.)
5300 ERIC: ED071770 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($.15)

5301 WHOSE RECOVERY IS IT 1976
BUSINESS WEEK, NO.2437, JUNE 21, 1976, P. 26-27.
BUDGET, CAPITAL INVESTMENTS, COMMODITIES, ECONOMIC FORECAST, ECONOMIC PLANNING, ECONOMIC RECOVERY, ECONOMICS, FEDERAL RESERVE SYSTEM, FISCAL POLICY, GNP, POLITICS, PRICE INDEX, TAX REFORM, UNEMPLOYMENT
THE STRENGTH OF THE ECONOMIC RECOVERY HAS RESULTED IN A LOSS OF ECONOMICS AS A CAMPAIGN ISSUE, AND THE DEMOCRATS NO LONGER CAN POOR-MOUTH THE RECOVERY IN THEIR CAMPAIGN POLICY. DEMOCRATS CLAIM CREDIT AS DOES FORD. BUT HOUSE BUDGET COMMITTEE CHAIRMAN BROCK ADAMS CLAIMS CONGRESS STOPPED THE SLIDE AND PUT US ON THE RECOVERY ROAD, AND THAT FORD FOUGHT THE RAISING OF TAX CUT BY MORE THAN $9 BILLION.
MGMT: BWE76F2126

5302 WHY ALL OF THE CONFUSION ABOUT CAREER PLANNING 1977
BURACK, E.H.
HUMAN RESOURCE MANAGEMENT, VOL.16, NO.2, SUMMER 1977, P. 21-23. BIBLIOG. 12
CAREER DEVELOPMENT, CAREER PATH, HUMAN RESOURCE DEVELOPMENT, PERSONNEL MANAGEMENT
THE DIFFERENCE BETWEEN INDIVIDUAL AND ORGANIZATIONAL CAREER PLANNING, AND THEIR RELATIONSHIPS WITH MANPOWER PLANNING ARE DISCUSSED.
MGMT: HRM77P0021

5303 WHY ECONOMISTS DIDNT FORESEE THE RECESSION 1975
BUSINESS WEEK, NO.2399, JULY 14, 1975, P. 104-106.
AUTOMOBILE INDUSTRY, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, FIFO, GNP, INDEX, INFLATION, INVENTORY MANAGEMENT, LEADING INDICATORS, LIFO, RECESSION, UNEMPLOYMENT
ECONOMIC INDICATORS CONFUSED FORECASTERS IN THE PAST YEAR AS THEIR BEHAVIOR CONFLICTED IN GNP AND INDUSTRIAL PRODUCTION, UNEMPLOYMENT, COMPOSITE INDEX AND INVENTORIES. DIVERGENT TRENDS WERE PUZZLING BUT MOST ECONOMISTS CONCLUDED A RECESSION WAS UNLIKELY.
MGMT: BWE75G1444

5304 WHY HARD-CORE TRAINING PROGRAMS FAIL NOV 72
SEDWICK, ROBERT C.;BODWELL, DONALD J.
TRAINING IN BUSINESS AND INDUSTRY;9;11;37-41
EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT COUNSELORS, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, PERSONNEL POLICY, SUPERVISORY METHODS
DISCUSSES THE PROBLEMS COMPANIES FACE IN ATTEMPTING TO RETAIN THEIR HARD-CORE EMPLOYEES. (RK)
ERIC: EJ067970

5305 WHY NOT FIRE THE PERSONNEL MANAGER 1975
COLEMAN, C.J.; RICH, J.M.
HUMAN RESOURCE MANAGEMENT, VOL.14, NO.2, SUMMER 1975, P. 20-26.
ADMINISTRATION, BEHAVIORAL SCIENCE, COLLECTIVE BARGAINING, COMPENSATION, EXTERNAL ENVIRONMENT, FORMAL AUTHORITY, HUMAN RESOURCE DEVELOPMENT, LABOR RELATIONS, MANAGEMENT, MINORITIES, MOTIVATION, ORGANIZATIONAL DEVELOPMENT, PERFORMANCE, PERSONNEL MANAGEMENT, PUBLIC WELFARE, RECRUITMENT, TRAINING AND DEVELOPMENT
AFTER QUESTIONING THE UTILITY OF PERSONNEL MANAGEMENT AS IT IS PRESENTLY CONSTITUTED, OFFERS AN ALTERNATIVE WHICH INCLUDES ORGANIZATIONAL DEVELOPMENT USING BEHAVIORAL SCIENCE THEORY AND IMPROVING THE ORGANIZATION-SOCIETY INTERFACE.
MGMT: HRM75P0020

5306 WHY PARTICIPATION RATES OF BLACK AND WHITE WIVES DIFFER F 74
BELL, DURAN
JOURNAL OF HUMAN RESOURCES;9;4;465-79
NEGROES, CAUCASIANS, FEMALES, OCCUPATIONAL SURVEYS, MARITAL STATUS, WORKING WOMEN, LABOR FORCE, PARTICIPANT CHARACTERISTICS, EMPLOYMENT PATTERNS, WORKING WIVES
ERIC: EJ105338

5307 WHY PUERTO RICANS MIGRATED TO THE UNITED STATES IN 1947-73 1976
MALDONADO, R.M.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.9, SEPT 1976, P. 7-18.
ECONOMIC DEVELOPMENT, ECONOMIC HISTORY, ECONOMIC THEORY, ECONOMICS, GOVERNMENT POLICY, INCENTIVES, MINORITIES, MODELING, POPULATION, QUANTITATIVE METHODS, REGRESSION ANALYSIS, SOCIAL ISSUES, STATISTICS, UNEMPLOYMENT, UNITED STATES
MIGRATION HAS BEEN A POSITIVE FACTOR IN PUERTO RICOS ECONOMIC DEVELOPMENT. AN ATTEMPT IS MADE TO DISENTANGLE THE VARIOUS STRANDS EMBODIED IN THE CONCEPT OF ECONOMIC OPPORTUNITY IN ORDER TO DETERMINE THOSE MOST RELEVANT IN INDUCING POSTWAR MIGRATION FROM PUERTO RICO TO THE U.S..
MGMT: UML76I0007

5308 WHY STUDY MID-LIFE CAREER CHANGE SEP 75
THOMAS, L. EUGENE
VOCATIONAL GUIDANCE QUARTERLY;24;1;37-39
CAREER CHANGE, MIDDLE AGED, RESEARCH NEEDS, PSYCHOLOGICAL NEEDS, MOTIVATION, PERSONAL INTERESTS, SELF CONCEPT, ADULT DEVELOPMENT, HUMAN LIVING, INDIVIDUAL DEVELOPMENT
THE AUTHOR MAKES A CASE FOR NEEDED RESEARCH ON MID-LIFE CAREER CHANGE AND STABILITY. THE

(CONT.)

5308 STUDY OF THOSE WHO HAVE MADE CAREER CHANGES DURING THE MIDDLE YEARS WOULD CONTRIBUTE TO THE UNDERSTANDING OF NORMAL DEVELOPMENT, THE IMPACT OF CAREER CHANGE ON IDENTITY PSYCHOLOGICAL WELL-BEING AND PERSONALITY. (SJL)
ERIC: EJ125512

5309 WHY THE JOBLESS NUMBERS ARE DECEPTIVE 1976
BUSINESS WEEK, NO.2420, FEB 23, 1976, P. 24-25.
ECONOMIC FORECAST, ECONOMIC RECOVERY, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, LAYOFF, STATISTICS, UNEMPLOYMENT
PREDICTIONS FOR EMPLOYMENT SHOW THE RATE WILL REMAIN STEADY OR DROP DURING THE NEXT MONTHS DESPITE A CONTINUED ECONOMIC RECOVERY, THEN SLOWLY RECOVER. SEASONAL ADJUSTMENT FACTORS HAVE DISTORTED STATISTICS, AND JANUARYS REPORT MAY SHOW CHANGES IN LATE 1975. 7.7% AVERAGE UNEMPLOYMENT IS FORECAST FOR 1976.
MGMT: BWE7632324

5310 WHY THE POST OFFICE CANT BREAK EVEN 1976
BUSINESS WEEK, NO.2425, MARCH 29, 1976, P. 63-70.
AUTOMATION, COMPETITION, COST SAVING, DEFICIT, GOVERNMENT AID, LABOR FORCE, MANAGEMENT, POSTAL SERVICE, PRICE ELASTICITY, PRICING SYSTEM, REORGANIZATION, REVENUE, TECHNOLOGICAL CHANGE
WITH RISING COSTS MOVING AHEAD OF RATE INCREASES FOR POSTAL SERVICES THE POSTAL SERVICE LOOKS TO NEW ROUTE STANDARDS FOR SAVINGS OF $200 MILLION A YEAR BY CUTTING OUT 15,000 JOBS. BY MOVING POSTMASTERS AND CLOSING 12,000 POST OFFICES, $100 MILLION COULD BE SAVED, BUT TIME IS NEEDED FOR OVERALL REORGANIZATION AND COST SAVINGS.
MGMT: BWE76C2963

5311 WHY WAGE DEMANDS MAY MODERATE 1976
WENGLOWSKI, G.M.
NATIONS BUSINESS, VOL.64, NO.6, JUNE 1976, P. 34-.
COLLECTIVE BARGAINING, ECONOMIC THEORY, ECONOMICS, INDUSTRIAL RELATIONS, INFLATION, LABOR MARKET, MOTIVATION
WAGE INCREASES HINGE ON INFLATIONARY EXPECTATIONS RATHER THAN UNEMPLOYMENT RATES: THE HIGHER INFLATION EXPECTED THE LESS MOTIVATED THE UNEMPLOYED TO SEEK A JOB BECAUSE WAGES COMPARE LESS FAVORABLY WITH UNEMPLOYMENT BENEFITS.
MGMT: NAB76F0034

5312 WHY WOMEN ENLIST THE NAVY AS AN OCCUPATIONAL CHOICE MAR 77
THOMAS, PATRICIA J.
NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER SAN DIEGO CALIF
NOTES: F55521
MILITARY RECRUITS, FEMALES, JOB ANALYSIS, NTISDODXA
WOMEN AND MEN ENLISTING IN THE NAVY TODAY ARE MAKING A SIMILAR OCCUPATIONAL CHOICE NOW THAT MOST OF THE BARRIERS TO EQUAL OPPORTUNITY HAVE BEEN LIFTED. YET THERE IS A POPULARLY HELD BELIEF, AND SOME EVIDENCE FOR THIS BELIEF, THAT THE MOTIVES FOR JOINING AND WORK VALUES OF FEMALE AND MALE ENLISTEES DIFFER. USING AN EXPERIMENTAL QUESTIONNAIRE, THIS STUDY ASSESSED THE BACKGROUND, MOTIVATION-FOR-ENLISTMENT, AND OCCUPATIONAL VALUES OF 1000 RECRUITS OF EACH SEX. THE RESULTS INDICATED THAT WOMEN AND MEN ENTERING THE NAVY HAVE DIFFERENT BACKGROUNDS BUT ENLIST FOR THE SAME REASONS: I.E., TO MAKE SOMETHING OF THEIR LIVES, TO ACQUIRE EDUCATION AND TRAINING, AND TO TRAVEL. THE SEXES DIFFERED, HOWEVER, ON TWO-THIRDS OF THE OCCUPATIONAL VALUE ITEMS. MEN WERE MORE INTERESTED IN GETTING AHEAD IN THEIR JOBS AND WOMEN PLACED A HIGHER VALUE ON A CLEAN, CHEERFUL ENVIRONMENT AND IN HELPING OTHERS. WOMEN ALSO WERE MORE NEGATIVE THAN MEN TOWARDS JOBS INVOLVING WORK WITH MATERIALS OR MACHINES RATHER THAN PEOPLE, A PHYSICAL RISK, AND MONOTONY. IT WAS CONCLUDED THAT THE VALUES OF MANY OF THE WOMEN WERE NOT CONSISTENT WITH THE NONTRADITIONAL JOBS TO WHICH THEY WERE APT TO BE ASSIGNED.
NTIS: AD-A037 340/7ST NTIS PRICES PC A03/MF A01

5313 WHY WOMEN START AND STOP WORKING A STUDY IN MOBILITY 1965
ROSENFELD, CAROL;PERRELLA, VERA C.
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C.
PUB. IN MONTHLY LABOR REVIEW V88 N9 P1077-1082 SEP 65.
NOTES: 6P
HEALTH MANPOWER, HRP/MAAA, HRP/CFAA, HRP/MCADA, HRP/CH, HRP/RCB, HRP/COD, HRPGEO/YUS, HRPCGC/XZ, HRP/ZB, REPRINTS, FEMALES, EMPLOYMENT, MOBILITY, NTISHRANHP
FACTORS INFLUENCING THE EMPLOYMENT MOBILITY OF WOMEN (WHO CONSTITUTE ONE THIRD OF THE NATIONAL LABOR FORCE) ARE ISOLATED FROM A CENSUS BUREAU STUDY OF ALL WOMEN WHO TOOK OR QUIT JOBS IN 1963. OF EVERY 10 MARRIED WOMEN WHO HAD STOPPED WORKING, 6 EITHER SAID THAT THEY WERE NOT INTERESTED IN GOING BACK TO WORK WITHIN 1 YEAR OR DID NOT KNOW, 2 WERE DEFINITELY INTERESTED OR WERE ALREADY BACK AT WORK, AND 2 SAID THEY WOULD CONSIDER RETURNING TO WORK UNDER CERTAIN CONDITIONS. A SMALLER PROPORTION OF WOMEN WITH CHILDREN UNDER 6 YEARS OF AGE THAN OF WOMEN WHO HAD OLDER CHILDREN WERE INTERESTED IN GOING BACK TO WORK. THIS PROBABLY ACCOUNTS FOR THE FACT THAT WOMEN 19 TO 24 YEARS OLD WERE NOT AS LIKELY AS OLDER WOMEN TO EXPRESS AN INTEREST IN RETURNING TO WORK WITHIN THE YEAR. MARRIED WOMEN WHO DID NOT HAVE A HIGH SCHOOL DIPLOMA WERE MUCH MORE POSITIVE ABOUT THEIR INTENTIONS THAN WERE WOMEN WHO WERE HIGH SCHOOL GRADUATES, PROBABLY BECAUSE MANY OF THE FORMER WERE IN THE OLDER AGE GROUPS AND LESS LIKELY TO HAVE CHILDREN BELOW AGE SIX. HOWEVER, EVEN AMONG WOMEN WITH CHILDREN UNDER 6 YEARS OF AGE, THOSE WHO HAD NOT GRADUATED WERE TWICE AS LIKELY AS HIGH SCHOOL GRADUATES TO HAVE A DEFINITE INTEREST IN

(CONT.)
5313 RETURNING TO WORK. MARRIED OR NOT, THE WOMEN WERE EQUALLY DIVIDED BETWEEN THOSE WHO WERE NOT INTERESTED IN TAKING TRAINING COURSES AND THOSE WHO WERE. THE WOMEN WHO TOOK JOBS IN 1963 WERE DISTRIBUTED AMONG THE VARIOUS OCCUPATION GROUPS IN ABOUT THE SAME PROPORTIONS OVERALL AS ALL WOMEN OF THEIR GROUPS IN THE LABOR FORCE AS A WHOLE.
NTIS: HRP-0012369/7ST NTIS PRICE NOT AVAILABLE NTIS

5314 WHY WOMEN WORK. JUL 76
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
NOTES: 4P.
CENSUS FIGURES, EMPLOYMENT, EMPLOYMENT STATISTICS, FEMALES, LABOR FORCE, MOTIVATION, STATISTICAL DATA, WORKING WOMEN
WOMEN ARE REPORTED TO WORK FOR THE SAME REASONS MEN DO--TO PROVIDE FOR THE WELFARE OF THEMSELVES, THEIR FAMILIES, OR OTHERS. STATISTICS FROM THE BUREAU OF THE CENSUS AND THE BUREAU OF LABOR STATISTICS, QUOTED FOR WHITE AND MINORITY WOMEN WORKERS, SHOW THAT DESPITE UNFAVORABLE ECONOMIC CONDITIONS IN THE FIRST QUARTER OF 1975, AN AVERAGE OF NEARLY 37 MILLION WOMEN WERE IN THE LABOR FORCE (WORKING OR LOOKING FOR WORK) DURING THE YEAR. OF THIS NUMBER, ALMOST 33.6 MILLION WERE ACTUALLY EMPLOYED. FIGURES ARE QUOTED FOR THE MARITAL STATUS OF WOMEN WORKERS, WOMEN HEADS OF FAMILIES, MOTHERS WITH HUSBANDS PRESENT, WIVES WHOSE HUSBANDS ARE UNEMPLOYED OR UNABLE TO WORK, AND FOR WOMEN WHOSE HUSBANDS ARE EMPLOYED IN LOW-WAGE OCCUPATIONS. (TA)
ERIC: ED130351

5315 WILL CONGRESS HELP ON TAXES 1975
BUSINESS WEEK, NO.2399, SEPT 22, 1975, P. 110-111.
CAPITAL GAINS TAX, CAPITAL MARKETS, CAPITAL PROCUREMENT, ECONOMICS, FEDERAL RESERVE SYSTEM, FINANCE, HOUSING, INCOME TAX, LOBBYING, RECESSION, TAX LAW, UNEMPLOYMENT, UTILITIES
CONGRESS ALONE CAN DEAL WITH THE CAPITAL CRISIS BY REWRITING TAX LAWS FOR MORE EFFICIENT CREATION OF CAPITAL PRESSURES FROM CORPORATIONS THROUGH LOBBY ARE BEING APPLIED AND IT IS HOPED LABOR LEADERS WILL ALIGN THEMSELVES WITH BUSINESS TO AVERT FURTHER JOB SHORTAGE.
MGMT: BWE7512240

5316 WILL PUBLIC SERVICE EMPLOYMENT DO THE JOB 1975
PLEETER, S.
BUSINESS HORIZONS, VOL.18, NO.2, APR 1975, P. 41-47.
ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT INTERVENTION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, PUBLIC ADMINISTRATION, UNEMPLOYMENT
EXAMINES THE ROLE OF THE PUBLIC SERVICE EMPLOYMENT PROGRAM AS A COUNTERCYCLICAL MEASURE AND AS AN AID TO THE DISADVANTAGED.
MGMT: BHO7500041

5317 WILL WE BE PREPARED , A PLAN FOR VOCATIONAL, INDUSTRIAL, AND TECHNICAL EDUCATION, NIAGARA, ORLEANS, GENESEE COUNTIES. SEP 64
TRI-COUNTY VOCATIONAL, INDUSTRIAL, TECHNICAL SURVEY, MEDINA, N.Y.
NOTES: 61P.
VOCATIONAL EDUCATION, TECHNICAL EDUCATION, OCCUPATIONAL SURVEYS, EDUCATIONAL NEEDS, PARENT ATTITUDES, EMPLOYEE ATTITUDES, STUDENT OPINION, EMPLOYER ATTITUDES, SCHOOL SURVEYS, FEASIBILITY STUDIES, PROGRAM ATTITUDES, EDUCATIONAL PLANNING, AREA VOCATIONAL SCHOOLS, NIAGARA COUNTY, ORLEANS COUNTY, GENESEE COUNTY, NEW YORK
A 3-COUNTY SURVEY WAS CONDUCTED (1) TO DETERMINE THE NEEDS, ORGANIZATION, AND TYPES OF PROGRAMS TO BE DEVELOPED, AND (2) TO IDENTIFY THE CHARACTERISTICS, SCOPE, AND TYPE OF EXISTING VOCATIONAL AND TECHNICAL PROGRAMS. THE ENROLLMENT IN 25 HIGH SCHOOLS RANGED FROM 216 TO 2,193 WITH 1964-65 TOTAL ENROLLMENT AT 19,668. PROJECTED 1970 ENROLLMENT IS 21,654. THE DROPOUT RATE WAS ESTIMATED AT 22 PERCENT FOR THE HIGH SCHOOL PERIOD. RESPONSES FROM 4,148 PARENTS INDICATED (1) 73 PERCENT WERE SATISFIED WITH STUDENTS COURSE CHOICES, (2) 95 PERCENT FAVORED EXPANDING OR IMPROVING VOCATIONAL PROGRAMS IN HIGH SCHOOLS, (3) 87 PERCENT FAVORED EXPANSION AND IMPROVEMENT FOR ADULT VOCATIONAL PROGRAMS, AND (4) 44 PERCENT EXPRESSED A PERSONAL INTEREST IN ADULT COURSES. INFORMATION FROM 4,927 NINTH GRADERS INDICATED 96 PERCENT INTENDED TO COMPLETE HIGH SCHOOL, 40 PERCENT INTENDED TO ATTEND POST-SECONDARY SCHOOLS, AND 75 PERCENT WERE INTERESTED IN HIGH SCHOOL VOCATIONAL COURSES. EMPLOYMENT SERVICE OFFICES REPORTED 15,140 REGISTRANTS AND 4,353 PLACEMENTS IN 1963. RESPONSES FROM 389 EMPLOYERS SHOWED 45 PERCENT HAD NO DIFFICULTY FILLING OPENINGS, 48 PERCENT REQUIRED HIGH SCHOOL DIPLOMAS, 68 PERCENT REQUIRED SPECIALIZED TRAINING WHILE IN HIGH SCHOOL, AND 25 PERCENT WOULD PARTICIPATE IN WORK EXPERIENCE PROGRAMS. RESPONSES FROM 498 YOUNG EMPLOYEES INDICATED THAT 30 PERCENT WERE INTERESTED IN VOCATIONAL EDUCATION IF IT WERE AVAILABLE. RECOMMENDATIONS WERE (1) SUB-COMMITTEES OF THE POLICY COMMISSION SHALL DETERMINE COURSES FOR THREE TENTATIVE AREA VOCATIONAL CENTERS, AND (2) A DIRECTOR OF VOCATIONAL EDUCATION SHALL BE APPOINTED TO ASSIST THE POLICY COMMITTEE AND BOARDS OF EDUCATION. (EM)
AIM/ARM: VT000589

5318 WIN FOR A CHANGE THROUGH THE WORK INCENTIVE PROGRAM. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 17P.
VOCATIONAL ADJUSTMENT, WELFARE SERVICES, ADULT VOCATIONAL EDUCATION, UNEMPLOYMENT, JOB TRAINING, SOCIAL AGENCIES, OCCUPATIONAL INFORMATION, LOW INCOME GROUPS, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL IMPROVEMENT, WORK INCENTIVE PROGRAMS, WIN

(CONT.)

5318 THE WIN PROGRAM AUTHORIZED BY THE 1967 AMENDMENTS TO THE SOCIAL SECURITY ACT AIMS AT BREAKING THE CYCLE OF POVERTY FOR PEOPLE ON PUBLIC ASSISTANCE. IT IS HERE DESCRIBED BY FOLLOWING A PARTICIPANT THROUGH A PROGRESSION FROM COMPLETE WELFARE DEPENDENCY TO THE RESPONSIBILITY OF A SKILLED JOB. SOME OF THE AREAS DESCRIBED DURING THE TRANSFORMATION ARE THE ORIENTATION PROCESS, THE FORMULATION OF A JOB PLAN, THE EDUCATIONAL AND JOB TRAINING PROGRAMS, RELATED WIN SERVICES SUCH AS WORK EXPERIENCE AND SPECIAL WORK PROJECTS, AND THE JOB PLACEMENT. THE AGENCIES, PROCESSES AND ACTIVITIES WHICH PARTICIPANTS IN THE PROGRAM MAY UTILIZE ARE DESCRIBED. (RR)
AIM/ARM: VT013190

5319 WIN II MAKING A DIFFERENCE. REPORT OF A CONFERENCE. JAN 74
BERNARD, SIDNEY;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; MICHIGAN UNIV., ANN ARBOR. SCHOOL OF SOCIAL WORK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 40P.
CONFERENCE REPORTS, EMPLOYMENT PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM EFFECTIVENESS, PROGRAM IMPROVEMENT, WELFARE, WELFARE SERVICES, WORK INCENTIVE PROGRAM
THE CONFERENCE REPORT EXAMINED THE IMPLICATIONS OF RESEARCH FINDINGS ON THE EARLIER WIN PROGRAM FOR WIN 2, PROVIDING OPPORTUNITY FOR OPERATIONAL LEVEL PERSONNEL, ADMINISTRATORS, AND OFFICIALS TO ENGAGE IN DIALOGUE ABOUT THE PROBLEMS OF STARTING A NEW PROGRAM, ONE INTENDED TO MAKE A DIFFERENCE FOR A SIGNIFICANT NUMBER OF WELFARE RECIPIENTS. THE FIRST SECTION OF THE REPORT DESCRIBES WHY THE CONFERENCE WAS NEEDED, THE PROCESS OF PRECONFERENCE PLANNING, THE STRUCTURE AND PROCESS OF THE CONFERENCE ITSELF, AND HOW THE CONFERENCE HAD BOTH SUCCESSES AND FAILURES. THE SECOND SECTION FOCUSES ON SELECTED OPERATIONAL ISSUES IDENTIFIED BY CONFERENCE PARTICIPANTS THE TOP-DOWN NATURE OF ADMINISTRATIVE COMMUNICATION; THE MISUSE OF PAPERWORK; THE FREQUENT LACK OF FLEXIBILITY; PROBLEMS IN RESEARCH DEVELOPMENT, DISSEMINATION, AND UTILIZATION; INTERAGENCY RELATIONSHIPS; STAFF TRAINING AND SUPERVISION; JOB DEVELOPMENT; CLIENT SELECTION AND PROCESSING; AND MEASUREMENT CRITERIA. THE FINAL SECTION OUTLINES THE NEED FOR A NEW APPROACH TO RESEARCH, SUGGESTING APPROACHES TO PEER LEVEL INFORMATION EXCHANGES; A TWO-WAY COMMUNICATIONS PROCESS, UP AND DOWN THE LINE; AND NEED FOR INCREASING LOCAL INITIATIVE AND INNOVATION. FUTURE DIRECTIONS FOR STAFF DEVELOPMENT AND TRAINING ARE RECOMMENDED. (AUTHOR/SC)
ERIC: ED091597

5320 WIN II INITIAL IMPACT STUDY (WORK INCENTIVE PROGRAM) FINAL REPORT. DEC 72
SOCIAL WELFARE REGIONAL RESEARCH INST., CHESTNUT HILL, MASS. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 137P.
EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STATE PROGRAMS, UNEMPLOYED, WELFARE RECIPIENTS, WIN, WORK INCENTIVE PROGRAM
A 1972 PROJECT TO ASSESS THE IMPACT OF THE WORK INCENTIVE PROGRAM PASSED IN 1971 (WIN 2) ON THE ADMINISTRATION OF WIN IN LOCAL WELFARE FOUND THAT THE PROGRAM WAS STILL IN THE TRANSITIONAL STAGE IN THE LOCAL WELFARE OFFICES, THAT THERE WAS GREATER DIVERSITY AMONG OFFICE OPERATIONS AS A RESULT OF WIN 2, THAT THE PROGRAM DID NOT AFFECT THE CLIENTS SIGNIFICANTLY, THAT COSTS FOR PROGRAM IMPLEMENTATION WERE HIGHER THAN HAD BEEN EXPECTED, AND THAT CERTAIN FACTORS AFFECTED THE SPEED AND THE EXTENT OF IMPLEMENTATION IN EACH OFFICE. (NTIS)
ERIC: ED114555 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-242-878; HC $7.00; MF $2.25)

5321 WIN IN 1976. THE WORK INCENTIVE PROGRAM. SEVENTH ANNUAL REPORT TO THE CONGRESS ON EMPLOYMENT AND TRAINING UNDER TITLE IV OF THE SOCIAL SECURITY ACT. JULY 1, 1975-JUNE 30, 1976. 76
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 57P.
AGE, ANNUAL REPORTS, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, JOB TRAINING, OCCUPATIONS, PARTICIPANT CHARACTERISTICS, RACE, SEX (CHARACTERISTICS), WELFARE RECIPIENTS, UNITED STATES, WORK INCENTIVE PROGRAM
THIS 1976 ANNUAL REPORT ON THE WORK INCENTIVE PROGRAM (WIN), A FEDERALLY FUNDED PROGRAM DIRECTED TO ASSISTING THE TRANSITION OF INDIVIDUALS FROM WELFARE TO SELF-SUFFICIENCY AND ECONOMIC INDEPENDENCE, INCLUDES BOTH DISCUSSION OF THE 1976 ACTIVITIES AND PRESENTATION OF A BROADER PERSPECTIVE INCLUDING BACKGROUND, CHANGE, AND FUTURE PROSPECTS OF THE 8-YEAR-OLD PROGRAM. THE REPORT BEGINS WITH FOUR BRIEF SECTIONS (1) AN OVERVIEW OF PROGRAM PURPOSE, ADMINISTRATION, POPULATION, SERVICES, AND ADJUDICATION; (2) HIGHLIGHTS OF 1976 MAJOR EVENTS REGARDING JOBS, WAGES, AND SERVICES; (3) STATISTICS ON WIN CHARACTERISTICS OF THE WIN POPULATION (NUMBERS WHO REGISTERED IN WIN, ENTERED EMPLOYMENT, AND DEREGISTERED BY SEX, RACE, AGE, AND EDUCATION); AND (4) COMPARISON OF 1975 AND 1976 STATISTICS ON INTAKE, EMPLOYMENT, AND EMPLOYMENT AND TRAINING PROGRAMS. THE FIFTH SECTION COVERS PROGRAM RESULTS AND INCLUDES TABLES ON JOB ENTRIES BY OCCUPATION AND SEX; ENTRY WAGES BY SEX, RACE, AND AGE; AND TYPES AND NUMBERS OF SUPPORTIVE SERVICES INITIATED DURING THE FIRST QUARTERS OF FY 1976 AND FY 1975. A BRIEF SECTION ON FUNDING COVERS THE PROGRAM COSTS AND THE BASIS FOR MAKING STATE ALLOCATIONS. FINALLY, THE LAST SECTION, A PERSPECTIVE ON WIN, TRACES THE PROGRAM BACKGROUND AND CHRONOLOGY OF WIN LEGISLATIVE DOCUMENTS AND THEIR PROGRAM EFFECTS, REVISED WIN

(CONT.)
5321 REGULATIONS, PROJECTS INITIATED TO EVALUATE WIN AND TEST INNOVATIONS; AND FOCUS FOR FY 1977. AN APPENDIX INCLUDES 5 TABLES REGARDING UNEMPLOYMENT RATES AND WIN JOB ENTRIES BY STATE; WIN REGISTRANTS AND THOSE ENTERING EMPLOYMENT AND DEREGISTERING; HOURLY WAGES BY SEX AND STATE; AND INITIATED SOCIAL AND DAY CARE SERVICES BY STATE. (EM)
ERIC: ED139958

5322 THE WIN PROGRAM ITS SUCCESS WITH FEMALE TRAINEES MAR 74
THURSBY, LYNN L.
JOURNAL OF EMPLOYMENT COUNSELING:11:1:13-15
VOCATIONAL COUNSELING, WORKING WOMEN, PROGRAM EFFECTIVENESS, TRAINEES, JOB PLACEMENT, JOB TRAINING, FEDERAL PROGRAMS, FOLLOWUP STUDIES, COUNSELING EFFECTIVENESS, WORK INCENTIVE PROGRAM
THIS STUDY WAS DESIGNED TO EXAMINE THE EFFECTIVENESS OF THE WORK INCENTIVE PROGRAM (WIN) WITH FEMALE TRAINEES IN A MEDIUM SIZED MIDWESTERN CITY. IT EXAMINES SOME OF THE DEMOGRAPHIC VARIABLES OF FEMALE ENROLLEES IN WIN AND SUGGESTS HOW WIN COUNSELORS MIGHT PROFIT FROM A KNOWLEDGE OF THESE VARIABLES. (AUTHOR)
ERIC: EJ094335

5323 THE WIN PROGRAM SUCCESS AND SURVIVAL JUN 73
GENTRY, GERALDINE E.
ADULT LEADERSHIP:22:2:67-9
EMPLOYMENT PROGRAMS, WELFARE RECIPIENTS, ADULT EDUCATION, JOB SKILLS, SKILL DEVELOPMENT, WELFARE SERVICES, PROGRAM COSTS, PROGRAM EFFECTIVENESS
THE WORK INCENTIVE PROGRAM WAS DESIGNED TO MOTIVATE WELFARE RECIPIENTS TO UPGRADE THEIR ACADEMIC AND VOCATIONAL SKILLS SO THAT THEY BECOME INDEPENDENT FROM WELFARE ROLLS. (AUTHOR/RK)
ERIC: EJ080178

5324 WIN REPORT-- PROBLEMS, PROGRESS, PROGNOSIS SEP 70
MANPOWER:2:9:8-13
ADULT VOCATIONAL EDUCATION, DAY CARE SERVICES, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, WELFARE RECIPIENTS, WORK INCENTIVE PROGRAM, WIN
THIS FIRST ANNUAL REPORT ON THE WORK INCENTIVE (WIN) PROGRAM COVERS THEPROGRAM FROM ITS INCEPTION IN MID-1968 TO APRIL 30, 1970.
ERIC: EJ026133

5325 WIN WORKERS THE EMPLOYERS VIEW JUN 72
MANPOWER:4:6:30-32
EMPLOYER ATTITUDES, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, EVALUATION CRITERIA, FEDERAL PROGRAMS, PERSONNEL EVALUATION, PROGRAM EVALUATION, WELFARE RECIPIENTS, WORK INCENTIVE PROGRAM, WIN
SUPERVISORS RATE FORMER WELFARE RECIPIENTS EQUAL TO OR BETTER THAN REGULAR WORKERS. (EDITOR)
ERIC: EJ060228

5326 WINDOWS ON DAY CARE. A REPORT ON THE FINDINGS OF MEMBERS OF THE NATIONAL COUNCIL OF JEWISH WOMEN ON DAY CARE NEEDS AND SERVICES IN THEIR COMMUNITIES. 72
KEYSERLING, MARY DUBLIN
NATIONAL COUNCIL OF JEWISH WOMEN, NEW YORK, N.Y.
NOTES: 248P.
CHILD CARE CENTERS, CHILDHOOD NEEDS, DAY CARE SERVICES, MOTHER ATTITUDES, NATIONAL SURVEYS, PRESCHOOL CHILDREN, SOCIAL PROBLEMS, WORKING WOMEN
THE FINDINGS OF SURVEYS CONDUCTED BY MEMBERS OF 77 SECTIONS OF THE NATIONAL COUNCIL OF JEWISH WOMEN AS TO EXISTING DAY CARE NEEDS AND SERVICES IN THEIR COMMUNITIES ARE REPORTED. CHAPTER I OF THE REPORT PRESENTS THE PLAN OF THE REPORT AND HIGHLIGHTS OF FINDINGS AND RECOMMENDATIONS. CHAPTER II SUMMARIZES HIGHLIGHTS OF WHAT IS NOW KNOWN ABOUT THE ARRANGEMENTS MADE BY MOTHERS WHO OBTAIN DAY CARE SERVICES FOR THEIR CHILDREN. IT ALSO INDICATES THE EXTENT TO WHICH PRESENT CHILD CARE FACILITIES THROUGHOUT THE COUNTRY FAIL TO MEET EXISTING AND ANTICIPATED NEEDS. THE NEED FOR DAY CARE IN THE LOCALITIES SURVEYED IS PRESENTED IN CHAPTER III. CHAPTERS IV, V, AND VI SUMMARIZES WHAT SURVEY PARTICIPANTS SAW WHEN THEY VISITED PROPRIETARY AND NON-PROFIT DAY CARE CENTERS AND DAY CARE HOMES. IN CHAPTER VII, WHAT COUNCIL MEMBERS LEARNED WHEN THEY TALKED WITH MOTHERS ABOUT DAY CARE NEEDS AND PROBLEMS IS REPORTED. CHAPTER VIII OFFERS ILLUSTRATIONS OF WHAT COUNCIL SECTIONS ARE DOING IN THEIR COMMUNITIES TO HELP EXPAND AND IMPROVE DAY CARE SERVICES. CHAPTER IX PRESENTS RECOMMENDATIONS FOR ACTION AT THE NATIONAL, STATE, AND LOCAL LEVELS. THE TWO APPENDIXES ARE 1. SECTIONS WHICH PARTICIPATED IN THE WINDOWS ON DAY CARE PROJECT AND NAMES OF DAY CARE COMMITTEE CHAIRMEN; AND 2. EXCERPTS FROM WINDOWS ON DAY CARE KIT FOR COUNCIL SECTIONS. (AUTHOR/DB)
ERIC: ED063027 NATIONAL COUNCIL OF JEWISH WOMEN, 1 WEST 47TH STREET, NEW YORK, N. Y. 10036 ($2.00; QUANTITY ORDERS OF 50 OR MORE, $1.25 EACH)

5327 WINNING THE JOB SEARCH JAN 75
SCHILLER, BRADLEY R.
MANPOWER:7:1:17-19
JOB PLACEMENT, COMMUNITY AGENCIES (PUBLIC), EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, WELFARE RECIPIENTS, JOB APPLICANTS, SUCCESS FACTORS, EMPLOYMENT STATISTICS, EMPLOYMENT, COMPARATIVE ANALYSIS, JOB SEARCH
A STUDY OF JOB SEARCH BEHAVIOR AMONG FORMER PARTICIPANTS IN THE WORK INCENTIVE (WIN)

(CONT.)
5327 PROGRAM SOUGHT TO DETERMINE HOW FORMER CLIENTS GO ABOUT LOOKING FOR JOBS AND WHICH METHODS YIELD THE GREATEST SUCCESS; A BASIC CONCERN WAS THE EFFECTIVENESS OF PUBLIC AGENCIES AS COMPARED WITH OTHER MEANS OF FINDING WORK. (AUTHOR)
ERIC: EJ108708

5328 WINS AND LOSSES NOV 71
MANPOWER:3:11:24-27
ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, POVERTY PROGRAMS, WELFARE RECIPIENTS, WORK INCENTIVE PROGRAM, WIN
DESPITE A TIGHTENING JOB MARKET AND A SHORTAGE OF MATCHING FUNDS BY THE STATES, THE WORK INCENTIVE PROGRAM MADE GOOD PROGRESS LAST YEAR. (BH)
ERIC: EJ045790

5329 WINTERIZATION IS WARMING HOMES, WARMING HEARTS FEB 76
STEVENSON, GLORIA
WORKLIFE:1:2:3-9
PROGRAM DESCRIPTIONS, DISADVANTAGED GROUPS, SENIOR CITIZENS, HOUSING DEFICIENCIES, CONSTRUCTION PROGRAMS, MANPOWER UTILIZATION, FIELD EXPERIENCE PROGRAMS, TRAINING, CETA, CSA, COMMUNITY SERVICES ADMINISTRATION, GREEN THUMB PROGRAM, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
PROGRAMS OFFERING FREE WINTERIZATION AND REPAIR WORK TO HOMES OF NEEDY SENIOR CITIZENS AND LOW INCOME FAMILIES ARE OCCURRING IN MANY STATES. SPONSORED BY THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT AND THE COMMUNITY SERVICES ADMINISTRATION, PROGRAMS ALSO INVOLVE THE GREEN THUMB PROGRAM AND PROVIDE TRAINING AND JOBS FOR PARTICIPANTS. (LH)
ERIC: EJ132213

5330 WIRE DRAWER --38.511--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, WIRE DRAWER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063400

5331 WISCONSIN MATERNITY LEAVE AND FRINGE BENEFITS POLICIES, PRACTICES AND PROBLEMS. 74
GERNER, JENNIFER
WISCONSIN STATE DEPT. OF INDUSTRY, LABOR AND HUMAN RELATIONS, MADISON. EQUAL RIGHTS DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 144P.
COSTS, ECONOMIC FACTORS, ECONOMIC RESEARCH, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), EQUAL PROTECTION, FEDERAL LEGISLATION, FEMALES, FRINGE BENEFITS, GUIDELINES, LABOR FORCE, LEAVE OF ABSENCE, POLICY FORMATION, SEX DISCRIMINATION, WORKING WOMEN, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, WISCONSIN
THE STUDY EXAMINES THE ECONOMIC IMPLICATIONS IN WISCONSIN OF THE 1972 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION GUIDELINE WHICH REQUIRES EMPLOYERS TO TREAT MATERNITY LEAVE AS A TEMPORARY DISABILITY. FIRST, THE STATIC COST OF THE MATERNITY LEAVE GUIDELINE TO EMPLOYERS IS ESTIMATED FOR THE STATE OF WISCONSIN. SECOND, SOME EXAMINATION OF THE ECONOMIC RESPONSE TO THIS COST IS ATTEMPTED. FINALLY, THE RELATIONSHIPS BETWEEN MATERNITY LEAVE AND OTHER FRINGE BENEFITS, WAGES, AND THE AGE DISTRIBUTION OF EMPLOYED FEMALES ARE EXAMINED USING HOSPITAL DATA. THE TOTAL COST OF THE MATERNITY LEAVE GUIDELINE FOR WISCONSIN RANGES FROM $4.4 MILLION TO $12.8 MILLION ANNUALLY. ALTHOUGH THIS COST IS NOT EXCESSIVE, IT MAY ADD 3-11 PERCENT TO THE COST OF PROVIDING COMPENSATED TEMPORARY DISABILITY PLANS. DATA FOR HOSPITALS IN WISCONSIN WERE EXAMINED FOR REALTIONSHIPS BETWEEN MATERNITY LEAVE, OTHER FRINGE BENEFITS, AGE DISTRIBUTION OF EMPLOYED FEMALES, AND WAGES. IT WAS FOUND THAT THE PROPORTION OF NURSES AGES 17 TO 39, THE MAIN CHILDBEARING YEARS, IS INVERSELY RELATED TO MATERNITY LEAVE. MATERNITY LEAVE IS NOT A SUBSTITUTE OR COMPLEMENT TO OTHER FRINGE BENEFITS. MATERNITY LEAVE TENDS TO BE NEGATIVELY RELATED TO WAGES. (THE DOCUMENT CONCLUDES WITH FOUR APPENDIXES OF STATISTICAL TABLES AND A THREE-PAGE BIBLIOGRAPHY.) (AUTHOR)
ERIC: ED105213

5332 WOMANPOWER POLICIES FOR THE 1970S. SEMINAR ON MANPOWER POLICY AND PROGRAM (WASHINGTON, D.C., APRIL 13, 1967). 13 APR 67
COHEN, WILBUR J.
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 46P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, JOB MARKET, LABOR FORCE, MANPOWER UTILIZATION, SEMINARS, WOMENS EDUCATION, WORKING WOMEN
ONE OF A SERIES OF PROCEEDINGS OF SEMINARS ON MANPOWER POLICY AND PROGRAM, THIS REPORT PRESENTS A CONDENSED TRANSCRIPT OF A SEMINAR. DR. WILBUR J. COHEN DISCUSSED WOMEN IN THE LABOR FORCE TODAY, FUTURE TRENDS IN WOMENS EMPLOYMENT, FUTURE DEMANDS FOR WORKERS, HEALTH PERSONNEL SHORTAGES, EDUCATIONAL OPPORTUNITIES, HOMEMAKER SERVICES NEEDED, AND INCREASED FREEDOM OF CHOICE IN THE FUTURE. SOME OF THE POINTS WERE (1) ECONOMIC FACTORS, AMOUNT OF EDUCATION, AND AGE OF CHILDREN ARE MAJOR FACTORS WHICH INFLUENCE MARRIED WOMENS DECISION TO WORK, (2) OF THE TOTAL LABOR FORCE GROWTH BETWEEN 1964 AND 1980, ABOUT 21 MILLION (87 PERCENT) WILL BE DUE TO POPULATION INCREASES AND THE REMAINDER WILL BE FROM RISING LABOR FORCE PARTICIPATION RATES OF ADULT WOMEN, (3) PROFESSIONAL AND TECHNICAL WORKERS, THOSE WITH THE HIGHEST AVERAGE EDUCATIONAL ATTAINMENT, WILL BE THE FASTEST GROWING OCCUPATIONAL GROUP, (4) ACUTE HEALTH PERSONNEL SHORTAGES WILL NECESSITATE RETHINKING TRAINING AND JOB REQUIREMENTS TO ALLOW FOR UPWARD AND LATERAL MOBILITY OF PERSONNEL, (5) MORE FLEXIBLE TIME SCHEDULES IN BOTH EDUCATION AND JOBS, AND ADEQUATE CHILD-CARE AND HOMEMAKER SERVICES WOULD ALLOW MORE WOMEN TO WORK, AND (6) SKILLS AND KNOWLEDGE OF WOMEN WILL BE USED MORE CREATIVELY AND FULLY THAN EVER BEFORE. A QUESTION AND ANSWER PERIOD FOLLOWED THE ADDRESS. (CD)
ERIC: ED042972

5333 WOMANS PLACE: NATIONAL DIFFERENCES IN THE OCCUPATIONAL MOSAIC 1977
FERBER, M.A.; LOWRY, H.M.
JOURNAL OF MARKETING, VOL.41, NO.3, JULY 1977, P. 23-30.
CULTURE, EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, SOCIAL ISSUES, WOMEN, WOMEN IN BUSINESS
HYPOTHESES INVOLVING WOMENS LABOR FORCE PARTICIPATION, OCCUPATIONAL DISTRIBUTION, AND EARNINGS RELATIVE TO MEN ARE TESTED USING THE STATISTICS OF SEVERAL COUNTRIES, TO DETERMINE IF BIOLOGY IS THE DETERMINANT OF WOMENS ECONOMIC STATUS. THE CONCLUSION, BASED ON GREAT DIFFERENCES BETWEEN COUNTRIES, IS THAT CULTURAL BELIEFS, NOT BIOLOGY, PLAY THE MAJOR ROLE.
MGMT: JMK77G0023

5334 WOMEN AND CHILD CARE IN CHINA A FIRSTHAND REPORT. 72
SIDEL, RUTH
NOTES: 207P.
CHILD CARE, CHINESE CULTURE, CITIZENSHIP RESPONSIBILITY, DAY CARE SERVICES, EDUCATIONAL PHILOSOPHY, GOVERNMENT ROLE, NURSERY SCHOOLS, PAPERBACK BOOKS, PARENT CHILD RELATIONSHIP, PEER RELATIONSHIP, STUDENT SCHOOL RELATIONSHIP, WORKING WOMEN, REPUBLIC OF CHINA
THIS PAPERBACK PRESENTS AN ILLUSTRATED, FIRST HAND REPORT OF THE CHANGES IN ATTITUDES TOWARDS WOMEN AND CHILD CARE IN CHINA SINCE THE REVOLUTION OF 1949. CHINESE WOMEN ARE ENCOURAGED TO TAKE AN ACTIVE PART IN THE COUNTRYS ACTIVITIES. EXTENSIVE GOVERNMENTAL PROGRAMS PROVIDE WOMEN WITH BIRTH-CONTROL INFORMATION, PRENATAL ASSISTANCE, MATERNITY LEAVES, AND CHILD CARE FACILITIES. MAJOR EMPHASIS IS GIVEN TO DESCRIPTIONS OF NURSERIES, NURSERY SCHOOLS, AND KINDERGARTENS. CHINESE CHILDREARING PRACTICES ARE COMPARED TO THOSE OF ISRAEL AND THE SOVIET UNION AND SOME ASPECTS OF THE CHINESE EXPERIENCE THAT MAY BE OF VALUE TO THE UNITED STATES ARE DISCUSSED. A SAMPLE OF A CHINESE KINDERGARTEN READER IS INCLUDED. (SET)
ERIC: ED082358 HILL AND WANG, INC., 141 FIFTH AVE., NEW YORK, N.Y. 10010 ($6.95); PENGUIN BOOKS, INC., 7110 AMBASSADOR RD., BALTIMORE, MD 21207 (PAPER, $1.25)

5335 WOMEN AND FULL EMPLOYMENT SEP-OCT 76
KEYSERLING, MARY DUBLIN
SOCIAL POLICY;7;2;77-79
FEMALES, SELF HELP PROGRAMS, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL MOBILITY, ECONOMIC FACTORS, FEMINISM, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), ECONOMIC STATUS, POLICY FORMATION
SUGGESTS THAT NO ISSUE ON THE DOMESTIC SCENE HAS GREATER IMPORTANCE FOR WOMEN THAN FULL EMPLOYMENT BECAUSE THE POTENTIAL GAINS FOR WOMEN ARE IMMENSE WHEN THE ECONOMY MOVES INTO HIGH GEAR AND THERE ARE JOBS ENOUGH FOR ALL WHO ARE WILLING ABLE AND SEEKING WORK. (AUTHOR/AM)
ERIC: EJ147460

5336 WOMEN AND MINORITIES IN HEALTH FIELDS A TREND ANALYSIS OF COLLEGE FRESHMEN. VOLUME 1. FRESHMEN INTERESTED IN THE HEALTH PROFESSIONS. 76
HOLMSTROM, ENGIN INEL;AND OTHERS
AMERICAN COUNCIL ON EDUCATION, WASHINGTON, D.C. POLICY ANALYSIS SERVICE. HEALTH RESOURCES ADMINISTRATION (DHEW/PHS), BETHESDA, MD. BUREAU OF HEALTH MANPOWER.
CONTRACT NO. HRA-231-75-0020
NOTES: 230P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT. MANY CHARTS WILL NOT REPRODUCE WELL.
CAREER CHOICE, COLLEGE FRESHMEN, FEMALES, HEALTH OCCUPATIONS, LONGITUDINAL STUDIES, MALES, OCCUPATIONAL SURVEYS, RACIAL DISTRIBUTION, STATISTICAL DATA, STATISTICAL STUDIES, STUDENT CHARACTERISTICS, TABLES (DATA), TREND ANALYSIS

(CONT.)

5336 JUST OVER SEVEN PERCENT OF FIRST-TIME, FULL-TIME FRESHMEN IN 1966, 1972, AND 1974 NAMED A HEALTH PROFESSION AS THEIR LONG-TERM CAREER CHOICE. THOUGH THE PROPORTION REMAINED FAIRLY STABLE, THE ABSOLUTE NUMBER OF ASPIRING HEALTH PROFESSIONALS INCREASED BY 37.4 PERCENT OVER THE EIGHT-YEAR PERIOD, REFLECTING THE INCREASE IN FRESHMEN ENROLLMENTS. THE CAREER CHOICE OF PHYSICIAN WAS CONSISTENTLY THE MOST POPULAR, CLAIMING NEARLY HALF OF THE ASPIRING HEALTH PROFESSIONALS, FOLLOWED BY VETERINARIAN, DENTIST, PHARMACIST, AND OPTOMETRIST, THE LAST APPEALING TO ONLY 3.2 PERCENT OF THIS POPULATION IN 1974. IN 1974, OVER ONE IN THREE ASPIRING HEALTH PROFESSIONALS WAS A WOMAN; JUST OVER ONE IN TWENTY WAS BLACK; AND ANOTHER ONE IN TWENTY BELONGED TO A NONBLACK RACIAL/ETHNIC MINORITY GROUP. THESE FIGURES REPRESENT DRAMATIC INCREASES OVER 1966 IN THE NUMBERS OF WOMEN AND MINORITY GROUP MEMBERS. ASPIRING HEALTH PROFESSIONALS GENERALLY COME FROM MORE AFFLUENT AND BETTER-EDUCATED BACKGROUNDS THAN DO THE AVERAGE FRESHMAN. THERE WERE SOME DIFFERENCES AMONG THE FIVE CAREER GROUPS, HOWEVER, AS WELL AS BETWEEN THE SEXES AND RACIAL/ETHNIC CATEGORIES. (AUTHOR/MSE)
ERIC: ED139147

5337 WOMEN AND OCCUPATIONAL SEGREGATION   JUN 77
SCHNEPPER, JEFF A.
INTELLECT:105:2385:415-17
WORKING WOMEN, SEX DISCRIMINATION, LABOR MARKET, EQUAL OPPORTUNITIES (JOBS), ECONOMIC STATUS, SOCIAL DISCRIMINATION, EDUCATIONAL RESEARCH, ECONOMIC CLIMATE, SOCIAL PROBLEMS
ATTEMPTS TO EXAMINE THE RELATIONSHIP BETWEEN OUR ECONOMIC POLICIES IN THEIR FAILURE TO AMELICRATE OUR UNDER-UTILIZED LABOR CAPACITY AND THE IMPACT OF THESE POLICIES IN MAINTAINING OCCUPATIONAL SEXUAL SEGREGATION. (ALTHOR/RK)
ERIC: EJ163767   REPRINT AVAILABLE (SEE P. VII) UMI

5338 WOMEN AND POVERTY STAFF REPORT.   JUN 74
COMMISSION ON CIVIL RIGHTS, WASHINGTON, D.C.
NOTES: 96P.
CENSUS FIGURES, CHILD CARE, DEMOGRAPHY, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, FAMILY CHARACTERISTICS, FEDERAL GOVERNMENT, FEMALES, GOVERNMENT ROLE, INCOME, NATIONAL SURVEYS, OLDER ADULTS, WELFARE, WORKING WOMEN
THIS REPORT BEGINS WITH A DEMOGRAPHIC PROFILE. AMONG THE TOPICS DISCUSSED ARE MARITAL STATUS AND H OUSEHOLD COMPOSITION, FEMALE HEADS OF HOUSEHOLD, GENERAL INCOME ANALYSIS, THE EARNINGS GAP WITHIN OCCUPATIONS AND INDUSTRIES, PARTICIPATION OF WOMEN IN THE LABOR FORCE AND CHARACTERISTICS OF WOMEN WORKERS OVER THE LIFESPAN. THE REPORT THEN FOCUSES ON PUBLIC ASSISTANCE AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC). THIS SECTION INCLUDES AN OVERVIEW OF AFDC AND WORK INCENTIVE PROGRAM (WIN). ALSO DISCUSSED ARE SELECTED WELFARE PROBLEM AREAS AND STATUS OF WELFARE REFORM LEGISLATION. THE REPORT CONTINUES WITH AN EXAMINATION OF WOMEN AND WORK THE IMPACT ON POOR WOMEN OF FEDERAL MANPOWER PROGRAMS. FEDERAL CHILD CARE LEGISLATION HISTORY, STATUS, AND PROSPECTS IS THE NEXT FOCUS OF THIS REPORT. THE REPORT ENDS WITH A DISCUSSION OF INCOME MAINTENANCE THE ELDERLY POOR. TOPICS EXAMINED HERE INCLUDE SOCIAL SECURITY, PRIVATE PENSION PLANS, PENSION RIGHTS OF SPOUSES, AND LEGISLATIVE REFORM OF THE PRIVATE PENSION SYSTEM. THE REPORT INCLUDES SEVEN TABLES AND THREE APPENDICES. THE FIRST APPENDIX INCLUDES 33 TABLES. APPENDIX 2 TABULATES AID TO FAMILIES WITH DEPENDENT CHILDREN RECIPIENTS OF MONEY PAYMENTS AND AMOUNTS OF PAYMENTS, BY STATE, DECEMBER 1973. APPENDIX 3 IS A CHRONOLOGY OF SELECTED FEDERAL LABOR LEGISLATION. (JM)
ERIC: ED113680

5339 WOMEN AND THE AMERICAN ECONOMY A BICENTENNIAL APPRAISAL. PROCEEDINGS OF THE AIR FORCE ACADEMY ASSEMBLY (18TH, COLORADO SPRINGS, COLORADO, MARCH 10-13, 1976).   MAR 76
HAFFA, ROBERT P., JR., ED.
AIR FORCE ACADEMY, COLORADO SPRINGS, COLO.
NOTES: 92P.
CONFERENCE REPORTS, DISADVANTAGED GROUPS, FEMALES, FEMINISM, LABOR FORCE, LIFE STYLE, SEX DISCRIMINATION, SOCIAL FACTORS, SOCIOECONOMIC INFLUENCES, WORKING WOMEN
THE PROCEEDINGS DELVE INTO FACETS OF THE WOMENS MOVEMENT IN AMERICA AND, PARTICULARLY THE EFFECT OF WOMEN ON THE NATIONAL ECONOMY. HIGHLIGHTED ARE THE SPEECHES TO THE ASSEMBLY OF MS. BETTY FRIEDAN, MRS. CATHERINE EAST, DR. PEGGY KRUGER, DR. JEAN LIPMAN-BLUMEN, AND MRS. PHYLLIS SCHLAFLY, AS WELL AS A FINAL REPORT ADOPTED BY THE ASSEMBLY. THE PERSONAL, SOCIAL, AND ECONOMIC FACTORS WHICH HAVE ALTERED THE AWARENESS OF TRADITIONAL SEX ROLES AND HAVE GIVEN IMPETUS TO THE SEX ROLE REVOLUTION ARE ENUMERATED AND DISCUSSED. THE IMPACT OF THE CHANGING SEX STEREOTYPE UPON THE FAMILY AND SOCIETY IS DETAILED. PROS AND CONS OF THE EQUAL RIGHTS AMENDMENT ARE PRESENTED. (HMCL)
ERIC: ED136090

5340 WOMEN AND THE AMERICAN ECONOMY A LOOK TO THE 1980S.   76
KREPS, JUANITA M., ED.
AMERICAN ASSEMBLY, NEW YORK, N.Y.
NOTES: 177P.; BACKGROUND PAPERS FOR THE AMERICAN ASSEMBLY WHICH MET IN THE FALL OF 1975 AT ARDEN HOUSE, HARRIMAN, NEW YORK
ANTHOLOGIES, ECONOMIC CHANGE, EQUAL OPPORTUNITIES (JOBS), FAMILY (SOCIOLOGICAL UNIT), FAMILY LIFE, FEDERAL LEGISLATION, FEMINISM, FUTURES (OF SOCIETY), HUMAN CAPITAL, LABOR FORCE, LABOR MARKET, MANPOWER UTILIZATION, SEX DISCRIMINATION, SOCIAL CHANGE, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS, WORKING WOMEN
THE PAPERS DISCUSS THE SOCIAL AND ECONOMIC FORCES THAT HAVE ENABLED WOMEN TO EXPLORE NEW AND EXPANDING ROLES, AND EXAMINE THE PROFOUND EFFECT THE RESULTING CHANGES ARE HAVING

(CONT.)
5340 AND WILL CONTINUE TO HAVE ON THE ECONOMIC AND SOCIAL POTENTIAL OF OUR NATION. LOOKING BACKWARD IN ORDER TO LOOK FORWARD WOMEN, WORK, AND SOCIAL VALUES IN AMERICA PUTS THE TOPIC IN PERSPECTIVE. THE CAUSES AND IMPLICATIONS OF CHANGES IN WOMENS PARTICIPATION IN THE LABOR FORCE ARE DISCUSSED IN FAMILY AND WORK THE SOCIAL LIFE CYCLE OF WOMEN. THE IMPORTANCE TO THE FAMILY OF DECISIONS RELATING TO ALLOCATION OF TIME AND THE NEED FOR IMPUTING A VALUE TO HOME SERVICES AND FREE TIME ARE THE FOCUS OF HOME WORK, MARKET WORK, AND THE ALLOCATION OF TIME. WOMEN IN WORK ORGANIZATIONS SHOWS THE DIVISION OF THE LABOR MARKET INTO MENS AND WOMENS JOBS AS IT OPERATES IN A LARGE PRIVATE FIRM. SOME CONSEQUENCES OF WOMENS GREATER FINANCIAL INDEPENDENCE ARE ANALYZED IN IMPLICATIONS OF WOMENS EMPLOYMENT FOR HOME AND FAMILY LIFE. IMPACT OF EQUAL OPPORTUNITY LAWS FINDS SOME IMPETUS TOWARDS EQUAL OPPORTUNITY, WHILE REQUISITES FOR EQUALITY URGES GREATER POLITICAL PARTICIPATION BY WOMEN TO BRING ABOUT MEASURES ASSURING MORE EQUITABLE TREATMENT. THE COLLECTION CLOSES WITH THE ECONOMY AHEAD OF US WILL WOMEN HAVE DIFFERENT ROLES. (SA)
ERIC: ED124694 PRENTICE-HALL, INC., ENGLEWOOD CLIFFS, NEW JERSEY 07632 ($4.00 U.S., $4.55 IN CANADA)

5341 WOMEN AND THE DOCTORATE A STUDY OF THE ENABLING OR IMPEDING FACTORS OPERATIVE AMONG OKLAHOMAS WOMEN DOCTORAL RECIPIENTS IN THE ATTAINMENT AND USE OF THE DEGREE. FINAL REPORT. OCT 68
MITCHELL, SUSAN BARBER
OKLAHOMA STATE UNIV., STILLWATER. RESEARCH FOUNDATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-7-8-000050-0065-(010)
NOTES: 154P.
DOCTORAL DEGREES, EMPLOYMENT, FEMALES, GRADUATE STUDY, HIGHER EDUCATION, HUMAN CAPITAL, LABOR FORCE, WOMENS EDUCATION, OKLAHOMA
DATA COLLECTED FROM 85.1(OF THE 208 WOMEN RECIPIENTS OF THE DOCTORATE FROM OKLAHOMA UNIVERSITIES REVEAL THAT THEY ARE WELL REWARDED FOR THEIR SCHOLARLY EFFORTS. THE STUDY EXAMINED PERSONAL CHARACTERISTICS, THE MOTIVATIONAL, ENABLING AND IMPEDING FACTORS TO ATTAINMENT OF THE DEGREE, AND THE VALUE OF THE DEGREE TO THE RECIPIENTS AND TO SOCIETY IN TERMS OF USE AND SATISFACTION. IN TESTS OF HYPOTHESES, THE TIME LAPSE BETWEEN CONFERRAL OF THE BACHELORS TO THE DOCTORATE, THE YEARS SPENT PURSUING THE DEGREE, CHOICE OF INSTITUTION, AND TYPE OF EMPLOYMENT WERE INVESTIGATED. THE REPORTED RETURN TO WORK OF 99(OF THE WOMEN, THEIR SATISFACTION WITH THEIR PROFESSIONAL, PERSONAL AND FINANCIAL STATUS INDICATE THAT SOCIETY ALSO BENEFITS FROM THEIR INVESTMENT. FOR MANY WOMEN, THE LACK OF GUIDANCE, COUNSELING, OR CULTURAL EXPECTATIONS DELAY ACQUISITION OF THE DOCTORATE; APPARENTLY THEY COULD COMPLETE THEIR STUDIES IN LESS TIME IF MORE FINANCIAL AID WAS AVAILABLE. DISCRIMINATION IN EMPLOYMENT REMAINS, AND THE PRIVATE SECTOR, BACKED BY THE ACADEMIC AND BUSINESS COMMUNITIES, SHOULD UNDERTAKE ACTION PROGRAMS MATCHING THOSE OF THE FEDERAL GOVERNMENT TO EFFECT A MORE EQUITABLE RECEPTION OF WOMEN. (WM)
ERIC: ED024352

5342 WOMEN AND THE ECONOMY A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DIFFERENTIATION IN THE LABOR MARKET. MAR 75
KOHEN, ANDREW I.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 93P.
ATTITUDES, BIBLIOGRAPHIES, ECONOMIC RESEARCH, FEMALES, LABOR MARKET, LABOR UNIONS, LAWS, LITERATURE REVIEWS, OCCUPATIONS, SEX DISCRIMINATION, UNEMPLOYMENT, WAGES, WORKING WOMEN
THE FIRST TWO-THIRDS OF THE DOCUMENT IS A BIBLIOGRAPHY ON WOMEN IN THE LABOR MARKET WHICH IS DIVIDED INTO 27 CATEGORIES AND SUB-CATEGORIES, THE MAJOR HEADINGS OF WHICH ARE HISTORICAL PERSPECTIVE, THE SUPPLY OF FEMALE LABOR IN THE LABOR MARKET, EARNINGS OF WOMEN WORKERS, OCCUPATIONS OF WOMEN WORKERS (COVERS OCCUPATIONAL DISTRIBUTION, ACADEMIC AND NON-ACADEMIC PROFESSIONAL OCCUPATIONS, CLERICAL OCCUPATIONS, BLUE COLLAR OCCUPATIONS, AND SERVICE OCCUPATIONS), UNEMPLOYMENT AMONG WOMEN, WOMEN AND UNIONISM, ATTITUDES OF AND TOWARD WOMEN WORKING, WORKING WOMEN AND THE RULE OF LAW, HOME PRODUCTION AND CHILD CARE, EDITED COLLECTIONS OF STUDIES ON THE ROLE OF WOMEN, BIBLIOGRAPHIES AND REVIEW ARTICLES, AND MISCELLANEOUS. THE REMAINDER OF THE DOCUMENT REVIEWS BOTH THE THEORETICAL AND THE EMPIRICAL LITERATURE ON SEX DIFFERENTIATION IN THE LABOR MARKET AND FOCUSES ON ECONOMIC RESEARCH ON FEMALE/MALE DIFFERENCES IN EARNINGS AND OCCUPATIONAL ASSIGNMENT. THE LITERATURE REVIEW DETERMINED THAT THE SOLE CONSISTENT RESULT OF THE EMPIRICAL STUDIES SURVEYED IS THAT SEX DISCRIMINATION IN THE FORM OF UNEQUAL PAY FOR EQUAL WORK IS OF LITTLE, IF ANY, QUANTITATIVE SIGNIFICANCE. A CONCLUDING TABLE SUMMARIZES THE EMPIRICAL LITERATURE REVIEWED WITH RESPECT TO DATA SOURCES AND POPULATION STUDIED, MEASURE OF EARNINGS, STATISTICAL METHOD, AND EXPLANATORY VARIABLES AND EARNINGS RATIO. (JR)
ERIC: ED112099

5343 WOMEN AND THE WORLD OF WORK. 75
TOBIN, NANCY;WILSON, BARBARA LAZARUS
EDUCATION DEVELOPMENT CENTER, INC., NEWTON, MASS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 63P.
ADULT COUNSELING, CAREER CHOICE, CAREER OPPORTUNITIES, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, FEMALES, JOB APPLICATION, LABOR MARKET, OCCUPATIONAL ASPIRATION, SEX DISCRIMINATION, SEX STEREOTYPES, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, WORKING WOMEN, HOME COMMUNITY BASED

(CONT.)
5343 CAREER EDUCATION PROJECT
ONE OF THE PRODUCTS DEVELOPED BY THE HOME AND COMMUNITY-BASED CAREER EDUCATION PROJECT. THE BOOKLET FOCUSES ON THE CONCERNS OF WOMEN WHO WANT OR NEED TO BEGIN OR RESUME A CAREER. IT DESCRIBES TODAYS WORKING WOMAN, EXAMINES HER OPTIONS, AND PRESENTS PRACTICAL SUGGESTIONS FOR OVERCOMING OBSTACLES IN PLANNING FOR AND IMPLEMENTING CAREER DECISIONS. INCLUDED ARE AN ANALYSIS OF THE LABOR MARKET, THE REASONS FOR THE CURRENT STATUS OF WORKING WOMEN, AND THE ADVANTAGES AND PROBLEMS ASSOCIATED WITH ENTERING FORMERLY MALE-DOMINATED AREAS OF THE LABOR MARKET. IN DISCUSSING AREAS RELATED TO PERSONAL ASSESSMENT, JOB SEARCH TECHNIQUES, AND FEARS ABOUT GOING BACK TO WORK OR SCHOOL, THE BOOKLET MAY BE USED TO PROVIDE COUNSELORS AND CLIENTS WITH INFORMATION ABOUT THE COMMON EDUCATIONAL AND EMPLOYMENT PROBLEMS OF WOMEN. THE APPENDIX ADDS INFORMATION ABOUT CIVIL RIGHTS, EQUAL EMPLOYMENT OPPORTUNITIES, EQUAL PAY, AND OTHER ANTIDISCRIMINATION LEGISLATION, WITH ADVICE ON USING THE LAWS. (MF)
ERIC: ED124729 CAREER EDUCATION PROJECT, EDUCATION DEVELOPMENT CENTER, 55 CHAPEL STREET, NEWTON, MASSACHUSETTS 02160 (NO PRICE GIVEN)

5344 WOMEN AND WAGES 1976
ULBRICH, H.H.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2, MARCH-APRIL 1976, P. 44-46.
ECONOMIC GROWTH, ECONOMICS, EDUCATION, LABOR FORCE, WAGES, WOMEN IN BUSINESS
ECONOMIC GROWTH IS LIKELY TO BE SLOWER AND WAGES LOWER AS WOMEN ENTER THE LABOR FORCE IN LARGE NUMBERS.
MGMT: AIF7600044

5345 WOMEN AND WORK A REVIEW PUBLISHED BY THE DEPARTMENT OF EMPLOYMENT MAR 75
TRAINING OFFICER;11;3;84-5
WORKING WOMEN, FOREIGN COUNTRIES, LEGISLATION, EQUAL OPPORTUNITIES (JOBS), SEX ROLE, SEX STEREOTYPES, DISCRIMINATORY LEGISLATION, LABOR MARKET, OCCUPATIONAL INFORMATION, SWEDEN, CANADA, UNITED STATES
THE ARTICLE BRIEFLY DISCUSSES SOME FINDINGS ON WOMEN AS MEMBERS OF THE WORK FORCE AND VARIOUS EMPLOYMENT PRACTICES AND LEGISLATION IN FOREIGN COUNTRIES REGARDING WOMEN. (BP)
ERIC: EJ115460

5346 WOMEN AND WORK IN AMERICA. 71
SMUTS, ROBERT W.
NOTES: 197P.
EMPLOYMENT TRENDS, FEMINISM, JOB MARKET, LABOR FORCE, SOCIOLOGY, WAGES, WORKING PARENTS, WORKING WOMEN, CONSERVATION OF HUMAN RESOURCES PROJECT
THIS BOOK GREW OUT OF THE RESEARCH OF THE CONSERVATION OF HUMAN RESOURCES PROJECT AT COLUMBIA UNIVERSITY. IT PROVIDES AN UPDATED VERSION OF A BOOK WITH THE SAME TITLE AND BY THE SAME AUTHOR THAT WAS PUBLISHED IN 1959. THE SUBJECT IS DISCUSSED IN THE FOLLOWING CHAPTERS I. THE WORK OF WOMEN; II. THE WOMEN WHO WORK; III. THE DEMANDS AND REWARDS OF WOMENS WORK; AND IV. WOMEN, MEN, AND WORK VALUES AND ATTITUDES. AN APPENDIX PROVIDES A NOTE ON THE STATISTICS REPORTED. NOTES AND AN INDEX ARE GIVEN. (DB)
ERIC: ED053364 SCHOCKEN BOOKS, 67 PARK AVENUE, NEW YORK, N. Y. 10016 ($2.45)

5347 WOMEN AND WORK. 64
TURNER, MARJORIE B.;BERNSTEIN, IRVING, ED.
CALIFORNIA UNIV., LOS ANGELES. INST. OF INDUSTRIAL RELATIONS
NOTES: 49P.
WORKING WOMEN, SOCIAL CHANGE, LABOR FORCE, EMPLOYMENT, EMPLOYMENT TRENDS, FEMALES, LABOR MARKET, LABOR STANDARDS, LABOR UNIONS
THIS DOCUMENT IS ONE OF A SERIES OF POPULAR PAMPHLETS DESIGNED TO DISSEMINATE INDUSTRIAL RELATIONS RESEARCH BEYOND THE PROFESSIONAL ACADEMIC GROUP. THE NUMBER OF WORKING WOMEN BOTH ABSOLUTELY AND RELATIVELY HAS BEEN RISING AND IS EXPECTED TO CONTINUE TO RISE. FACTORS RELATED TO THIS TREND ARE CONSIDERED. THE INTRODUCTORY SECTIONS DESCRIBE WOMANPOWER AS A RESOURCE, AND HISTORICAL WORK PATTERNS. ANOTHER SECTION CONSIDERS REASONS FOR AND RATES OF WOMENS PARTICIPATION IN THE AMERICAN LABOR FORCE. FACTS AND FICTION OF OCCUPATIONAL CONCENTRATION ARE DISCUSSED. THE IMPLICATIONS OF LEGISLATION FOR WOMEN AND EMPLOYERS, WOMEN IN PROFESSIONS AND MANAGEMENT, AND WOMEN AND THE UNION ARE ALSO CONSIDERED. THE CONCLUDING SECTION SPECULATES ON THE FUTURE OF WOMEN IN THE WORK FORCE, CONSIDERS THEIR IMPACT ON ECONOMIC AND SOCIAL LIFE, AND RELATES ECONOMIC, SOCIAL, AND PSYCHOLOGICAL BARRIERS TO WOMENS EMPLOYMENT. RECOMMENDATIONS OF ESTHER PETERSON AND ELI GINZBERG ARE GIVEN. READING RECOMMENDATIONS AND A STATISTICAL APPENDIX ARE ALSO INCLUDED IN THE DOCUMENT. (FP)
AIM/ARM: VT002145 INSTITUTE OF INDUSTRIAL RELATIONS, UNIVERSITY OF CALIFORNIA, LOS ANGELES, CALIFORNIA 90024 ($.75).

5348 WOMEN AND WORK, R + D MONOGRAPH 46. 77
SEXTON, PATRICIA CAYO
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-21-11-75-15
NOTES: 75P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, FEMALES, GOVERNMENT ROLE, MINORITY GROUPS, POLICY FORMATION, PUBLIC POLICY, RESEARCH, RESEARCH REVIEWS (PUBLICATIONS), SEX DISCRIMINATION, WORKING WOMEN, UNITED STATES

(CONT.)
5348 INFORMATION REGARDING WOMEN AND WORK LEARNED MAINLY, BUT NOT EXCLUSIVELY, THROUGH RESEARCH AND DEVELOPMENT (R+D) PROJECTS SPONSORED BY THE EMPLOYMENT AND TRAINING ADMINISTRATIONS OFFICE OF RESEARCH AND DEVELOPMENT (ETA-ORD) IS REVIEWED, AND THE FUTURE DIRECTIONS OF POLICY ON WOMEN ARE EXPLORED. THE FIRST CHAPTER BRIEFLY SUMMARIZES TWO SCHOOLS OF THOUGHT (DUALIST AND HUMAN RESOURCES) EXPLAINING THE INFERIOR POSITION OF WOMEN WORKERS WHILE DATA PERTAINING TO THE SIZE OF THE MALE-FEMALE EARNINGS GAP AND A REVIEW OF STUDIES OFFERING VARYING EXPLANATIONS FOR THE GAP ARE CONTAINED IN CHAPTER 2. CHAPTERS 3 AND 4 COVER LABOR MARKET STUDIES, INCLUDING THE NATIONAL LONGITUDINAL SURVEY, AND CHAPTER 5 REVIEWS PROJECTS EXPLORING BARRIERS FACED BY WOMEN SEEKING EMPLOYMENT. CHAPTER 6 DISCUSSES SEVERAL EXPERIMENTAL PROJECTS UNDERTAKEN BY ETA TO IMPROVE THE WORK OPPORTUNITIES OF WOMEN, INCLUDING MINORITY WOMENS EMPLOYMENT PROGRAM (MWEP). OTHER GOVERNMENT ACTIVITIES THAT AFFECT WOMEN AT WORK ARE DISCUSSED IN CHAPTERS 7 TO 9 (1) MANPOWER PROGRAMS, INCLUDING THE WORK INCENTIVE PROGRAM (WIN); AND (2) THE POLICIES AND ACTIONS OF THE U.S. EMPLOYMENT SERVICE, THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, AND OCCUPATIONAL LICENSING AUTHORITIES. THE FINAL CHAPTER MAKES RECOMMENDATIONS FOR FUTURE DIRECTIONS IN R+D PROJECTS, CHILD CARE, EDUCATION/TRAINING, OUTREACH EMPLOYMENT PROGRAMS, AND ORGANIZING EFFORTS. (EM)
ERIC: ED140062 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402

5349 WOMEN AND WORK--RIGHTS, REALITIES, AND PROSPECTS SEP 76
MAYMI, CARMEN R.
JOURNAL OF EMPLOYMENT COUNSELING:3:3:122-125
WORKING WOMEN, EMPLOYMENT PROBLEMS, ECONOMIC FACTORS, LABOR FORCE, SEX DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, STATE OF THE ART REVIEWS, COUNSELOR ROLE, FEMINISM, VOCATIONAL COUNSELING
THE QUESTION NOW IS WHETHER WOMEN WILL CONTINUE TO BE THE MAJORITY OF LOW-SKILLED, LOW-PAID WORKERS OR WILL SHARE EQUALLY IN OPPORTUNITIES IN ALL FIELDS OF EMPLOYMENT. COUNSELOR MUST BE AWARE OF THE RIGHTS AND RESOURCES AVAILABLE TO EACH WOMAN IN PURSUING HER CAREER GOALS. (AUTHOR)
ERIC: EJ151037

5350 WOMEN APPRENTICES REMOVING THE BARRIERS DEC 74
BRIGGS, NORMA
MANPOWER:6:12:2-8,10-11
WORKING WOMEN, APPRENTICESHIPS, PILOT PROJECTS, EQUAL OPPORTUNITIES (JOBS), NONDISCRIMINATORY EDUCATION, FEMALES, INDUSTRIAL TRAINING, TRADE AND INDUSTRIAL EDUCATION, SEX STEREOTYPES, MANPOWER DEVELOPMENT, WOMEN IN WISCONSIN APPRENTICESHIP
THE COORDINATOR OF THE WOMEN IN WISCONSIN APPRENTICESHIPS PROJECT, WHICH CHALLENGED STEREOTYPES OF SEX ROLES IN THE WORKPLACE, DESCRIBES SOME OF THE AIMS, MEANS, AND RESULTS OF THE PROJECT. (AJ)
ERIC: EJ107110

5351 WOMEN AT SEA A SINKING SHIP DEC 76
REICHERT, PAULETTE
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: MASTERS THESIS 95P
NAVAL PERSONNEL, MANPOWER UTILIZATION, WOMEN, NTISDODXA
WOMEN REPRESENT THE MAJORITY OF THE POPULATION IN THE UNITED STATES TODAY. IN MANY MAJOR INSTITUTIONS, INCLUDING THE NAVY, ACCEPTANCE OF WOMENS TALENTS AND CONTRIBUTIONS IS LIMITED--THEY REPRESENT AN UNDERUTILIZED RESOURCE. IN 4 YEARS, PERSONNEL SHORTAGES WILL BE REALIZED BY U.S. MILITARY ESTABLISHMENTS. THE MANPOWER POOL WILL NO LONGER PROVIDE ENOUGH PHYSICALLY AND MENTALLY ELIGIBLE MEN TO ACCOMPLISH ITS MISSION. THIS THESIS EXAMINES PROPOSALS CONCERNING THE UTILIZATION OF WOMANPOWER (1) CONTINUING TO UTILIZE WOMEN IN TRADITIONAL SUPPORT ROLES. (2) DECREASING PARTICIPATION OF WOMEN; AND (3) EXPANDING WOMENS ROLES TO INCLUDE SEA/COMBAT DUTY. BECAUSE OF THE CONTINUING PROBLEMS OF RECRUITING, RETENTION AND REENLISTMENT OF MEN, THE AUTHOR CONCLUDE THAT WOMEN MUST BE UTILIZED IN ALL ASPECTS OF THE NAVY AND NOT RESTRICTED FROM SEA/COMBAT DUTY. WOMEN SERVING AS PART OF THE TOTAL MISSION OF THE NAVY IS A NEW CONCEPT--BOTH TO MEN AND WOMEN. THIS THESIS HIGHLIGHTS THE BARRIERS TOWARD UTILIZATION OF WOMEN AT SEA AND DISCUSS RECOMMENDATIONS FOR FUTURE ACTION AND RESEARCH.
NTIS: AD-A035 345/7ST NTIS PRICES PC A05/MF A01

5352 WOMEN AT THE TOP MAY 77
MORRIS, ROGER
TRAINING AND DEVELOPMENT JOURNAL:31:5:39-42
ADMINISTRATIVE PERSONNEL, WORKING WOMEN, WORK ATTITUDES, CHANGING ATTITUDES, MANAGEMENT, DISCRIMINATORY ATTITUDES (SOCIAL), FEMALES, SEX ROLE, BUSINESS, OCCUPATIONAL MOBILITY
SEVEN FEMALE TOP CORPORATE EXECUTIVES EXPRESS THEIR VIEWS REGARDING WOMENS IMPACT IN TOP MANAGEMENT, TRENDS OF THE FUTURE AS FAR AS WOMEN EXECUTIVES ARE CONCERNED, AND PHILOSOPHIES AND FEELINGS ON WORKING WOMENS EMERGING ROLES IN MANAGEMENT. (LAS)
ERIC: EJ161787

5353 WOMEN AT WORK JUN 72
MARSHALL, PATRICIA
MANPOWER:4:6:3-9
AGE DIFFERENCES, EMPLOYMENT PATTERNS, FAMILY CHARACTERISTICS, FAMILY INCOME, LABOR MARKET, LONGITUDINAL STUDIES, NEGATIVE ATTITUDES, RACIAL DIFFERENCES, WORKING WOMEN,

(CONT.)

5353 LABOR FORCE PARTICIPATION
DESCRIBES A LONGITUDINAL STUDY OF THE LABOR MARKET PARTICIPATION AND SUCCESS OF TWO AGE GROUPS OF WOMEN WITH VARIOUS INDIVIDUAL AND FAMILY CHARACTERISTICS. (BH)
ERIC: EJ060224

5354 WOMEN AT WORK 1976
LECHT, L.A.
CONFERENCE BOARD RECORD, VOL.13, NO.9, SEPT 1976, P. 16-21.
CAREER DEVELOPMENT, COMPENSATION, COUNSELING, DISCRIMINATION, EDUCATION, EEO, HUMAN RESOURCE DEVELOPMENT, JOB HUNTING, LABOR FORCE, WOMEN
ALTHOUGH MORE WOMEN ARE WORKING THEY ARE STILL SEEKING THE SAME KINDS OF LOW PAYING EMPLOYMENT. LONG TERM CAREER PLANNING IS THE CHIEF PROBLEM CONFRONTING WOMEN.
MGMT: CBR76I0016

5355 WOMEN AT WORK AN ANNOTATED BIBLIOGRAPHY. MAR 74
BICKNER, MEI LIANG
CALIFORNIA UNIV., LOS ANGELES. MANPOWER RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 437P.
ANNOTATED BIBLIOGRAPHIES, LEGISLATION, MINORITY GROUPS, OCCUPATIONS, PUBLIC POLICY, REFERENCE MATERIALS, WOMENS STUDIES, WORKING WOMEN
SEVERAL GUIDELINES AND CIRCUMSTANCES DETERMINE THE SELECTION OF MATERIALS FOR INCLUSION IN THE ANNOTATED BIBLIOGRAPHY (1) ONLY PUBLICATIONS CONCERNED SPECIFICALLY WITH WORKING WOMEN NOT WOMEN IN GENERAL, (2) PUBLICATIONS OF INTEREST TO TEACHERS, RESEARCHERS, AND SERIOUS STUDENTS, RATHER THAN ENTRIES OF GENERAL INTEREST TO THE CASUAL READER, (3) NO UNPUBLISHED DISSERTATIONS, NO PUBLICATIONS DATED BEFORE 1960, AND NO INTERNATIONAL STUDIES UNLESS DEEMED OF MAJOR SIGNIFICANCE, (4) A DETERMINATION TO INCLUDE PUBLICATIONS DEALING WITH NONPROFESSIONAL AND MINORITY GROUP WOMEN, LEGAL DEVELOPMENTS, AND WOMEN RELATED TO THE LABOR MOVEMENT, AND (5)A GENERAL BIAS IN VIEWING THE ISSUE OF WORKING WOMEN FROM AN ECONOMIC AND SOCIOLOGICAL PERSPECTIVE RATHER THAN FROM A POLITICAL OR PSYCHOLOGICAL FRAME OF REFERENCE. CROSS-INDEXED BY AUTHOR, TITLE, AND KEY WORD, THE PUBLICATIONS ARE ARRANGED ACCORDING TO CATEGORY INDEX NUMBERS AS FOLLOWS (1) GENERAL, (2) HISTORICAL DEVELOPMENT, (3) EDUCATION AND TRAINING, (4) WORKING WOMEN, (5) OCCUPATIONS, (6) SPECIAL GROUPS OF WOMEN, (7) PUBLIC POLICY, AND (8) BIBLIOGRAPHIES. (MW)
ERIC: ED095394 MANPOWER RESEARCH CENTER, UNIVERSITY OF CALIFORNIA, LOS ANGELES ($6.00)

5356 WOMEN ECONOMISTS: CAREER ASPIRATIONS, EDUCATION AND TRAINING 1975
STROBER, M.H.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 92-99. BIBLIOG. 15
CAREER PATH, ECONOMICS, EDUCATION, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
THE CHOICE OF ECONOMIST FOR WOMEN AS A CAREER IS ANALIZED. ALSO WOMEN DOCTORATE ECONOMISTS DEGREE WORK AND TRAINING ARE PRESENTED IN ORDER TO ENCOURAGE AND AID COMPLETION OF THE DEGREE.
MGMT: AER75E0092

5357 WOMEN EXECUTIVES ARE DIFFERENT 1975
MEYER, P.
DUNS REVIEW, VOL.105, NO.1, JAN 1975, P. 46-48.
COMPENSATION, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, EXECUTIVE COMPENSATION, INSURANCE, MANAGEMENT, MEDICAL BENEFITS, PENSION PLAN, PERSONNEL MANAGEMENT, PROMOTION, RECRUITMENT, RELOCATION, SALARY, WOMEN IN BUSINESS
ANALYSIS OF THE DIFFICULTIES CORPORATIONS HAVE AND WILL FACE IN RECRUITING A SUFFICIENT NUMBER OF WOMEN EXECUTIVES TO MEET EQUAL EMPLOYMENT OPPORTUNITY GUIDELINES, AND THUS THE CHANGE IN EMPLOYEE BENEFIT STRUCTURES THAT WILL BE NECESSITATED.
MGMT: DUN75A0046

5358 WOMEN GOING BACK TO WORK PRELIMINARY PROBLEMS DEC 70
FARLEY, JENNIE
JOURNAL OF EMPLOYMENT COUNSELING:7:4:130-136
EMPLOYMENT, EMPLOYMENT QUALIFICATIONS, FEMALES, FEMINISM, IDENTIFICATION (PSYCHOLOGICAL), JOB PLACEMENT, LABOR FORCE, MARITAL STATUS, SOCIAL ATTITUDES, WORKING WOMEN
ANALYSIS OF 422 APPLICATIONS SUBMITTED TO AN EMPLOYMENT AGENCY BY MARRIED WOMEN SUGGESTS THAT SOME PROFESSIONAL WOMEN SEEKING TO REENTER THE LABOR FORCE LACK CONFIDENCE IN PRESENTING THEMSELVES IN THEIR OWN NAMES. IN THIS SAMPLE, THE INDEPENDENT PROFESSIONAL WAS MORE LIKELY TO GET A JOB THAN WAS THE INDIVIDUAL WHO USED HER HUSBANDS NAME. (AUTHOR)
ERIC: EJ029591

5359 WOMEN IN A WOMANS PROFESSION STRATEGIES. JUL 74
SELLEN, BETTY-CAROL, ED.; MARSHALL, JOAN K., ED.
AMERICAN LIBRARY ASSOCIATION SOCIAL RESPONSIBILITIES ROUND TABLE.
NOTES: 4P.; PROCEEDINGS OF THE PRECONFERENCE ON THE STATUS OF WOMEN IN LIBRARIANSHIP SPONSORED BY THE AMERICAN LIBRARY ASSOCIATION SOCIAL RESPONSIBILITIES ROUND TABLE TASK FORCE ON THE STATUS OF WOMEN (DOUGLASS COLLEGE, RUTGERS UNIVERSITY, JULY 1974)
AFFIRMATIVE ACTION, BIBLIOGRAPHIES, CAREER LADDERS, CONFERENCE REPORTS, EQUAL

(CONT.)
5359 OPPORTUNITIES (JOBS), FEMALES, FEMINISM, LIBRARIANS, LIBRARY ASSOCIATIONS, LIBRARY EDUCATION, LIBRARY SCIENCE, NATIONAL ORGANIZATIONS, WOMENS EDUCATION, WORKING WOMEN
IN JULY OF 1974, A CONFERENCE OF WOMEN LIBRARIANS MET AT RUTGERS UNIVERSITY TO DISCUSS THE PRESENT STATUS OF WOMEN IN THE PROFFSSION AND PROSPECTS FOR THE FUTURE. THE PROGRAM FOCUSED ON THE HISTORY OF DISCRIMINATION AGAINST WOMEN, THE LIBRARIANS SELF-IMAGE, AND LIBRARY CAREER DEVELOPMENT. EMPHASIZING CHANGES TO BE MADE, THE GROUP EXAMINED SOME POSSIBLE TACTICS REGIONAL ORGANIZATION, UNION ORGANIZATION, AFFIRMATIVE ACTION, AND CHANGES IN LIBRARY EDUCATION. INCLUDED IN THE CONFERENCE SUMMARY ARE THE TEXTS OF THE SPEECHES, RESOLUTIONS SENT TO THE AMERICAN LIBRARY ASSOCIATION, AND A BIBLIOGRAPHY RELATING TO WOMEN IN LIBRARIANSHIP. (EMH)
ERIC: ED114056   BETTY-CAROL SELLEN, BROOKLYN LIBRARY, BROOKLYN, NEW YORK 11210 ($3.50)

5360 WOMEN IN AMERICAN LABOR HISTORY COURSE MODULE, TRADE UNION WOMENS STUDIES.   MAR 76
KOPELOV, CONNIE
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 39P.
COURSE CONTENT, ECONOMIC FACTORS, EMPLOYEES, HIGHER EDUCATION, HISTORY INSTRUCTION, LABOR CONDITIONS, LABOR FORCE, LABOR UNIONS, LEARNING MODULES, POLITICAL INFLUENCES, SOCIAL HISTORY, SOCIOECONOMIC INFLUENCES, UNITED STATES HISTORY, WOMENS STUDIES, WORKING WOMEN
THE ROLE OF WORKING WOMEN IN AMERICAN LABOR HISTORY FROM COLONIAL TIMES TO THE PRESENT IS THE TOPIC OF THIS LEARNING MODULE. INTENDED PREDOMINANTLY AS A COURSE OUTLINE, THE MODULE CAN ALSO BE USED TO SUPPLEMENT COURSES IN SOCIAL, LABOR, OR AMERICAN HISTORY. INFORMATION IS PRESENTED ON ECONOMIC AND POLITICAL INFLUENCES, EMPLOYMENT OF WOMEN, IMMIGRATION, WOMENS EFFORTS AT LABOR ORGANIZATION, PERCENTAGE OF FEMALE WORKERS AT DIFFERENT PERIODS, WOMEN IN LABOR STRIKES, FEMINISM, SEX DISCRIMINATION, MATERNITY DISABILITY, AND EQUALITY IN THE WORK PLACE. THE CHRONOLOGICAL NARRATIVE FOCUSES ON WOMEN IN THE UNITED STATES DURING THE COLONIAL PERIOD, THE REVOLUTIONARY WAR PERIOD, THE PERIOD FROM NATIONHOOD TO THE CIVIL WAR, FROM THE CIVIL WAR TO 1900, FROM 1900 TO WORLD WAR I, FROM WORLD WAR I TO WORLD WAR II, FROM WORLD WAR II TO 1960, AND FROM 1960 THROUGH 1975. EACH SECTION IS INTRODUCED BY A PARAGRAPH OR SHORT ESSAY THAT HIGHLIGHTS THE MAJOR EVENTS OF THE PERIOD, FOLLOWED BY A SERIES OF TOPICS WHICH ARE DISCUSSED AND DESCRIBED BY QUOTATIONS, HISTORICAL INFORMATION, CASE STUDIES, AND ACCOUNTS OF RELEVANT LAWS. A BIBLIOGRAPHY CONCLUDES THE DOCUMENT. (AUTHOR/CB)
ERIC: ED134434   NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, 7 EAST 43RD STREET, NEW YORK, NEW YORK 10017 ($2.00 PAPER COVER)

5361 WOMEN IN AMERICAN LABOR HISTORY, 1825-1935: AN ANNOTATED BIBLIOGRAPHY.   72
SOLTOW, MARTHA JANE;AND OTHERS
MICHIGAN STATE UNIV., EAST LANSING. SCHOOL OF LABOR AND INDUSTRIAL RELATIONS.; MICHIGAN STATE UNIV., EAST LANSING. UNIV. LIBRARIES.
NOTES: 156P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT, FEMINISM, INDUSTRIAL RELATIONS, LABOR, LABOR CONDITIONS, LABOR EDUCATION, LABOR LEGISLATION, LABOR UNIONS, RESOURCE MATERIALS, UNITED STATES HISTORY, WOMENS STUDIES, WORKING WOMEN
THE SUBJECT OF THIS BIBLIOGRAPHY, WOMEN IN AMERICAN LABOR HISTORY, DEALS WITH WOMEN IN UNIONS FROM 1825 TO 1935, AS WELL AS WITH SUCH TOPICS AS WORKER EDUCATION, LEGISLATIVE LOBBYING, AND THE RECRUITMENT OF INTEREST GROUPS. THE TERMINATION DATE OF THE WORKS CITED IN THE BIBLIOGRAPHY, 1935, WAS CHOSEN AS A TIME WHEN CRAFT UNIONISM BEGAN TO DECLINE AND WHEN INDUSTRIAL UNIONISM GAVE A DIFFERENT DIMENSION TO WOMEN IN INDUSTRY. BOOK, JOURNAL ARTICLE, MONOGRAPH, PAMPHLET, AND UNITED STATES GOVERNMENT PUBLICATION CITATIONS ARE INCLUDED; BUT STATE PUBLICATIONS, THESES, AND DISSERTATIONS ARE NOT. THE BIBLIOGRAPHY IS DIVIDED INTO SECTIONS ON EMPLOYMENT, TRADE UNIONS, WORKING CONDITIONS, STRIKES AND LOCKOUTS, PROTECTIVE LEGISLATION, WORK EDUCATION, LABOR LEADERS, AND SUPPORTIVE EFFORTS. A LIST OF ARCHIVAL SOURCES IN THE UNITED STATES HAVING SUBSTANTIAL MATERIAL RELATING TO WOMEN AND LABOR AND A LIST OF PUBLICATIONS OF THE U.S. WOMENS BUREAU THROUGH 1935 ARE APPENDED. A THREE-PART INDEX CONTAINS A CROSS REFERENCE TO THE MAIN SECTION, A SUBJECT INDEX, AND AN AUTHOR INDEX. (AUTHOR/KSM)
ERIC: ED093744   RESEARCH PUBLICATIONS, SCHOOL OF LABOR AND INDUSTRIAL RELATIONS, 402 S. KEDZIE, MICHIGAN STATE UNIVERSITY, EAST LANSING, MICHIGAN 48823 ($2.50)

5362 WOMEN IN APPRENTICESHIP. WHY NOT   AUG 73
MAPP, PATRICIA
WISCONSIN STATE EMPLOYMENT SERVICE, MADISON.
CONTRACT NO. DL-92-53-70-17
NOTES: FINAL REPT. 1 JUL 70-30 JUN 73   245P
APPRENTICESHIPS, SKILLED WORKERS, FEMALES, OMPER
GOALS WERE TO ISOLATE, ANALYZE AND MINIMIZE BARRIERS TO THE PARTICIPATION OF WOMEN IN THE SKILLED TRADES. BROCHURES AND A FILM, AIMED AT DISPELLING TRADITIONAL WOMEN IN EMPLOYMENT MYTHS WERE PRODUCED. EMPLOYER SURVEYS CONFIRMED THAT IGNORANCE OF EQUAL OPPORTUNITY LAWS, AND PREJUDICES HAD TO BE CONFRONTED WITH FACTS. SURVEYS OF WOMEN APPRENTICES AND THEIR EMPLOYERS SHOWED A LOW FEMALE DROP-OUT RATE (HALF THAT OF MALES) AND HIGH DEGREE OF EMPLOYER SATISFACTION. CHANGES WERE INITIATED IN STATE EMPLOYMENT AND APPRENTICESHIP AGENCIES TO ELIMINATE SEX-STEREOTYPING. NEW APPRENTICESHIP PROGRAMS WERE BEGUN IN DAY CARE AND HEALTH OCCUPATIONS. RECOMMENDATIONS INCLUDE SPONSORSHIP OF APPRENTICESHIP OUT-REACH FUNCTION FOR WOMEN; ACTIVE ENFORCEMENT OF EQUAL OPPORTUNITY LAWS; REASSESSMENT OF SO CALLED WOMENS JOBS CODES IN DICTIONARY OF OCCUPATIONAL TITLES;

(CONT.)
5362 SCHOOLS OPENING TECHNICAL PRE-APPRENTICESHIP CLASSES TO GIRLS; AND UNIONS/EMPLOYERS WAIVING COLLECTIVE BARGAINING AGREEMENTS AS THEY EXCLUSE WOMEN FROM APPRENTICESHIP APPLICATION.
NTIS: PB-227 727/5 NTIS PRICES PC$6.00/MF$1.45

5363 WOMEN IN APPRENTICESHIP--WHY NOT FINAL REPORT. AUG 73
MARR, PATRICIA
WISCONSIN STATE DEPT. OF INDUSTRY, LABOR AND HUMAN RELATIONS. MADISON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 268P.
APPRENTICESHIPS, ATTENDANT TRAINING, CHILD CARE OCCUPATIONS, EMPLOYER ATTITUDES, EQUAL OPPORTUNITIES (JOBS), FEMINISM. GOVERNMENT ROLE, HEALTH OCCUPATIONS EDUCATION, NONDISCRIMINATORY EDUCATION, SEX DISCRIMINATION, SKILLED WORKERS, SURVEYS, TRADE AND INDUSTRIAL EDUCATION. VOCATIONAL COUNSELING, VOCATIONAL INTERESTS, WORKING WOMEN
THE PROJECT GOALS WERE TO ISOLATE, ANALYZE AND MINIMIZE BARRIERS TO THE PARTICIPATION OF WOMEN IN THE SKILLED TRADES. BROCHURES AND A FILM AIMED AT DISPELLING MYTHS WERE PRODUCED. EMPLOYER SURVEYS CONFIRMED THAT PREJUDICE AND IGNORANCE OF LAWS HAD TO BE CONFRONTED WITH FACTS. SURVEYS OF WOMEN APPRENTICES AND THEIR EMPLOYERS SHOWED A LOW DROP-OUT RATE AND HIGH DEGREE OF EMPLOYER SATISFACTION. CHANGES WERE INDICATED IN STATE EMPLOYMENT AND APPRENTICESHIP AGENCIES TO ELIMINATE SEX-STEREOTYPING AND NEW APPRENCICESHIP PROGRAMS WERE BEGUN IN DAY CARE AND HEALTH OCCUPATIONS. RECOMMENDATIONS (1) SPONSORSHIP OF APPRENTICESHIP OUT-REACH FUNCTION FOR WOMEN; (2) ACTIVE ENFORCEMENT OF EQUAL OPPORTUNITY LAWS; (3) REASSESSMENT OF SO-CALLED WOMENS JOBS CODES IN DICTIONARY OF OCCUPATIONAL TITLES; (4) SCHOOLS OPENING TECHNICAL PRE-APPRENTICESHIP CLASSES TO GIRLS; AND, (5) UNIONS/EMPLOYERS WAIVING COLLECTIVE BARGAINING AGREEMENTS AS THEY EXCLUDE WOMEN FROM APPRENTICESHIP APPLICATION. FORTY PAGES OF APPENDIXES INCLUDE SURVEY FORMS. QUESTIONNAIRES, AND BROCHURES. (AUTHOR/AJ)
ERIC: ED086980 NATIONAL TECHNICAL INFORMATION SERVICE SPRINGFIELD. VA. 22151

5364 WOMEN IN INDUSTRY EMPLOYMENT PATTERNS OF WOMEN IN CORPORATE AMERICA. 73
LYLE, JEROLYN R.;ROSS, JANE L.
NOTES: 157P.
ADMINISTRATIVE PERSONNEL, ANNOTATED BIBLIOGRAPHIES, DISCRIMINATORY ATTITUDES (SOCIAL), ECONOMIC FACTORS, EMPLOYMENT PATTERNS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, INDUSTRY, LABOR ECONOMICS, SEX DISCRIMINATION, SOCIAL FACTORS, TABLES (DATA), WORKING WOMEN
A RESEARCH STUDY, THE BOOK FOCUSES ON THE TYPE OF JOBS WHICH WOMEN HOLD IN LARGE INDUSTRIAL FIRMS AND THE EXTENT OF OCCUPATIONAL DISCRIMINATION WHICH THEY FACE IN THE JOB MARKET. TO INVESTIGATE THE NATURE OF OCCUPATIONAL DISCRIMINATION, THE AUTHORS STUDIED THE RELATIONSHIPS AMONG 30 CHARACTERISTICS OF 246 FIRMS, OF WHICH 188 WERE INDUSTRIAL AND 58 NONINDUSTRIAL COMPANIES. BANKS AND INSURANCE FIRMS WERE EXCLUDED FROM THE SAMPLE. AN IMPORTANT FINDING WAS THAT INDUSTRIAL SECTOR CENTER FIRMS, THOSE WITH THE LARGEST NUMBERS OF EMPLOYEES AND HIGHEST ASSET LEVELS, PRACTICED LESS OCCUPATIONAL DISCRIMINATION TOWARD WOMEN THAN SMALLER OR PERIPHERAL FIRMS. AMONG NONINDUSTRIAL FIRMS. THOSE WITH MORE DIVERSIFICATION IN OUTPUT AND WITH SUBURBAN LOCATIONS EXHIBITED LESS OCCUPATIONAL DISCRIMINATION THAN HIGHLY SPECIALIZED FIRMS AND FIRMS WITH CENTRAL CITY LOCATIONS. EXTENSIVE INTERVIEWS WITH MALE AND FEMALE MANAGERS IN SEVERAL LARGE FIRMS REVEALED THAT EMPLOYEE RESISTANCE TO FEMALE SUPERVISORS WAS ONE PROBLEM INHIBITING ENTRY OF WOMEN AT THE MANAGERIAL LEVEL. EXAMINATION OF FEDERAL EQUAL EMPLOYMENT PROGRAMS INDICATED ADDITIONAL BUDGET AND STAFF WERE NEEDED FOR MORE EFFECTIVE AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT. IDEAS FOR FURTHER RESEARCH ON OCCUPATIONAL DISCRIMINATION ARE OFFERED IN THE CONCLUDING CHAPTER. A 32-PAGE ANNOTATED BIBLIOGRAPHY OF READINGS ON WOMEN ALSO IS INCLUDED. (AUTHOR/EA)
ERIC: ED103604 LEXINGTON BOOKS, D. C. HEATH AND CO., 125 SPRING STREET, LEXINGTON, MASSACHUSETTS 02173 ($11.00)

5365 WOMEN IN INDUSTRY. NEW PERSPECTIVES FROM EDUCATION, INDUSTRY, GOVERNMENT.
NATIONAL ASSOCIATION OF MANUFACTURERS, NEW YORK, N.Y. INDUSTRIAL RELATIONS COMMITTEE.
CONTRACT NO. 96
NOTES: HIGHLIGHTS OF A CONFERENCE AT MARY BALDWIN COLLEGE, STAUNTON. VIRGINIA (UNDATED, PROBABLY 1971 OR 1972).
WORKING WOMEN. WOMENS EDUCATION. EQUAL OPPORTUNITIES (JOBS), MANPOWER UTILIZATION, INDUSTRY, CONFERENCES. SPEECHES, MARY BALDWIN COLLEGE
THESE HIGHLIGHTS OF A CONFERENCE AT MARY BALDWIN COLLEGE. STAUNTON, VIRGINIA INCLUDE THE TEXT OF ALL THE SPEECHES GIVEN BY LEADERS IN BUSINESS, INDUSTRY, GOVERNMENT AND EDUCATION. OVER 80 COMPANIES AND ORGANIZATIONS MET TO DEVELOP BETTER UTILIZATION BY BUSINESS OF COLLEGES AS A SOURCE OF TALENTED WOMEN, KEENER UNDERSTANDING OF BUSINESS BY STUDENTS, AND IMPROVED CAREER PREPARATION OF WOMEN BY COLLEGES. SPONSORING ORGANIZATIONS INCLUDED MARY BALDWIN COLLEGE, AMERICAN CAN COMPANY, AMERICAN TELEPHONE AND TELEGRAPH COMPANY, GENERAL ELECTRIC COMPANY, INTERNATIONAL PAPER COMPANY, WOMENS BUREAU OF THE U.S. DEPARTMENT OF LABOR, AND THE NATIONAL ASSOCIATION OF MANUFACTURERS. BY COOPERATING TO PRESENT THE ISSUES AND THE OUTLOOK FOR WOMEN IN INDUSTRY, THE SPONSORS HOPE THAT EFFECTIVE THRUST WILL BE GIVEN TO FULLER UTILIZATION OF THE TALENTS OF AMERICAS WOMEN. (AUTHOR/MU)
AIM/ARM: VT100599 INDUSTRIAL RELATIONS DEPARTMENT, NATIONAL ASSOCIATION OF MANUFACTURERS, 277 PARK AVE., NEW YORK, N.Y. 10017

5366 WOMEN IN MANAGEMENT CAUSAL EXPLANATIONS OF PERFORMANCE. AUG 74
DEAUX, KAY
NOTES: 15P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION (82ND, NEW ORLEANS, LOUISIANA, AUGUST 1974)
AGE DIFFERENCES, FEMALES, JOB SATISFACTION, MANAGERIAL OCCUPATIONS, PERFORMANCE FACTORS, PROMOTION (OCCUPATIONAL), RESEARCH PROJECTS, SEX DIFFERENCES, SPEECHES, SUCCESS FACTORS
THIS PAPER REPORTS ON EXPLORATORY STUDIES TO DETERMINE WHETHER SEX DIFFERENCES IN THE ATTRIBUTION PROCESS ARE OPERATIVE AMONG FIRST-LEVEL MANAGEMENT POSITIONS. STUDIES WERE CONDUCTED WITHIN SEVERAL ORGANIZATIONS USING SIMILAR PROCEDURES IN EACH. FIRST-LEVEL MANAGEMENT MALES AND FEMALES, MATCHED AS CLOSELY AS POSSIBLE, WERE ASKED TO DESCRIBE AN OCCASION ON WHICH THEY FELT THEY HAD BEEN MOST SUCCESSFUL AND AN OCCASION ON WHICH THEY FELT THEY HAD BEEN LEAST SUCCESSFUL. FOR EACH SITUATION THE MANAGERS WERE ASKED TO RATE THE IMPORTANCE TO THE OUTCOME OF A NUMBER OF CAUSES ABILITY, EFFORT, EASE OR DIFFICULTY OF THE TASK, AND LUCK. IN ADDITION, THESE PERSONS WERE ASKED TO EVALUATE THEMSELVES ON A NUMBER OF CHARACTERISTICS RELEVANT TO THEIR JOB PERFORMANCE AND TO COMPLETE A QUESTIONNAIRE MEASURING JOB SATISFACTION. RESULTS INDICATED THAT THE PATTERNS OF MALE AND FEMALE MANAGERS SHOWED A SURPRISINGLY HIGH DEGREE OF SIMILARITY, GIVING WEIGHT TO THE ARGUMENT THAT MALES AND FEMALES IN EQUIVALENT POSITIONS ARE MORE SIMILAR THAN DIFFERENT. ABILITY DIFFERENCES OCCURED BETWEEN THE TWO GROUPS, WITH MALES CONSISTENTLY RATING THEIR PERFORMANCE AND ABILITY HIGHER AND ATTRIBUTING SUCCESS MORE TO THEIR ABILITY. FOR THE FEMALE MANAGERS, ESTIMATES OF ABILITY WERE SIGNIFICANTLY LINKED TO SELF-ESTIMATED PHYSICAL ATTRACTIVENESS AND TO THEIR PERCEIVED RELATIONSHIP WITH THEIR SUPERVISORS. ATTITUDINAL DIFFERENCES BETWEEN YOUNG AND OLDER MANAGEMENT WOMEN WERE ALSO NOTED. (AUTHOR/PC)
ERIC: ED098476

5367 WOMEN IN MANAGEMENT-SOME TODAY, MANY MORE TOMORROW 1976
EKBERG-JORDAN, S.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2, MARCH-APRIL 1976, P. 6-9.
AFFIRMATIVE ACTION, DISCRIMINATION, GOVERNMENT REGULATION, MANAGEMENT, WOMEN IN BUSINESS
EXPLORES SOME OF THE CHANGING ATTITUDES AND REGULATIONS THAT ARE RESULTING IN GREATER NUMBERS OF WOMEN SEEKING MANAGEMENT CAREERS. EXAMINES CORPORATE POLICIES AND OTHER OBSTACLES, SOME EDUCATIONAL, SOME MYTHICAL, FOR WOMEN TO OVERCOME IN GAINING ENTRY TO PROFESSIONAL MANAGEMENT.
MGMT: ATR76C0006

5368 WOMEN IN MANAGEMENT: HOW IS IT WORKING OUT 1976
WOOD, M.M.
SAM ADVANCED MANAGEMENT JOURNAL, VOL.41, NO.1, WINTER 1976, P. 22-30.
COMPETITION, DISCRIMINATION, EEO, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, RECRUITMENT, WOMEN, WOMEN IN BUSINESS, WORKING CONDITIONS
WOMEN ARE FINDING IT MUCH EASIER THAN EXPECTED TO BREAK INTO MANAGEMENT RANKS AND BUILD EFFECTIVE PROFESSIONAL RELATIONSHIPS.
MGMT: SAM76MC022

5369 WOMEN IN MANAGEMENT: KEYS TO SUCCESS OR FAILURE 1975
KOFF, L.A.; HANLON, J.M.
PERSONNEL ADMINISTRATOR, VOL.20, NO.2, APRIL 1975, P. 24-28.
CAREER DEVELOPMENT, EEO, MANAGEMENT, MOTIVATION, SUPERVISOR, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
DISCUSSION OF THE VARIOUS CHARACTERISTICS PRESENT IN WOMEN MANAGERS IN AN ATTEMPT TO ACCOUNT FOR THOSE WOMEN WHO ARE LIKELY TO SUCCEED AND THOSE LIKELY TO FAIL ONCE PROMOTED.
MGMT: PA07500024

5370 WOMEN IN MANAGEMENT: THE MBA STUDENTS PERSPECTIVE 1975
SCHERMERHORN, J.R. JR.; SNELSON, A.L.; LEADER, G.C.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 451-453. BIBLIOG. 7
BUSINESS SCHOOLS, DISCRIMINATION, EFFICIENCY, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, MANAGER, MBA, SUPERIOR SUBORDINATE RELATIONSHIP, SURVEY, WOMEN IN BUSINESS
CONSIDERS THE FUTURE OF MANAGEMENT STRUCTURE IN TERMS OF THE SEXUAL COMPOSITION OF MANAGEMENT HIERARCHY. A SURVEY OF MALE AND FEMALE M.B.A. STUDENTS AT TULANE UNIVERSITY INDICATED THAT MALE AND FEMALE STUDENTS VIEW THE EFFECTIVE MANAGER QUITE SIMILARLY. FOR BOTH SEXES, COLLEAGUESHIP SITUATIONS INVOLVING WOMEN ARE VIEWED MORE POSITIVELY.
MGMT: AMJ75HP451

5371 WOMEN IN SALES MANAGEMENT: VIEWS FROM THE INSIDE 1977
.
SALES & MARKETING MANAGEMENT, VOL.118, NO.8, JUNE 13, 1977, P. 36-39.
JOB ADVANCEMENT, MANAGEMENT, SALESMEN, WOMEN IN BUSINESS
SIX WOMEN MANAGERS DISUCSS HOW THEY GOT THEIR PRESENT POSITIONS, WOMEN AS MANAGERS, MALE ATTITUDES TOWARDS THEM, AND PROBLEMS INVOLVED IN THEIR ADVANCEMENT.
MGMT: SAL77F1336

5372 WOMEN IN THE JOB INTERVIEW 1976
GOODRICH, J.C.; LATACK, J.C.; ROELS, S.J.
THE WOMAN CPA, VOL.38, NO.1, JAN 1976, P. 2-4.
CAREER PATH, HUMAN RESOURCE DEVELOPMENT, INTERVIEW TECHNIQUE, JOB HUNTING, MANAGEMENT, MINORITIES, RECRUITMENT, WOMEN IN BUSINESS

(CONT.)
5372 WOMEN NEED TO BE ASSERTIVE, AWARE OF LONG TERM CAREER PATH OBJECTIVES AND ARTICULATE IN ORDER TO SUCCESSFULLY NEGOTIATE DIFFERENT INTERVIEWING TECHNIQUES.
MGMT: WCP76A0002

5373 WOMEN IN THE LABOR FORCE THE EARLY YEARS NOV 75
GROSSMAN, ALLYSON SHERMAN
MONTHLY LABOR REVIEW:98:11:3-9
WORKING WOMEN, YOUNG ADULTS, YOUTH EMPLOYMENT, EMPLOYMENT STATISTICS, GROWTH PATTERNS, LABOR FORCE, TABLES (DATA)
THE NUMBER OF TEENAGE WORKERS HAS BEEN RISING, BUT THE INCREASE AMONG WORKERS 20 TO 24 HAS BEEN LARGER. (AUTHOR)
ERIC: EJ127263

5374 WOMEN IN THE LABOR FORCE THE LATER YEARS NOV 75
MCEADDY, BEVERLY JOHNSON
MONTHLY LABOR REVIEW:98:11:17-24
WORKING WOMEN, OLDER ADULTS, MIDDLE AGED, EMPLOYMENT STATISTICS, LABOR FORCE, TABLES (DATA)
THE LABOR FORCE PARTICIPATION RATE OF WOMEN 55 AND OVER, WHICH HAD INCREASED STEADILY AFTER WORLD WAR II, HAS BEEN EDGING DOWN SINCE 1970. (AUTHOR)
ERIC: EJ127265

5375 WOMEN IN THE LABOR FORCE THE MIDDLE YEARS NOV 75
KLEIN, DEBORAH PISETZNER
MONTHLY LABOR REVIEW:98:11:10-6
WORKING WOMEN, EMPLOYMENT, MIDDLE AGED, EMPLOYMENT STATISTICS, GROWTH PATTERNS, LABOR FORCE, YOUNG ADULTS, TABLES (DATA)
OVER THE PAST QUARTER OF A CENTURY, THE LABOR FORCE PARTICIPATION RATE OF WOMEN 25 TO 54 CLIMBED FROM 37 PERCENT TO 54 PERCENT. (AUTHOR)
ERIC: EJ127264

5376 WOMEN IN THE LABOR FORCE, FACTS AND FIGURES AND LA MAIN-OCEUVRE FEMININE, FAITS ET DONNEES. APR68
CANADIAN DEPT. OF LABOUR, OTTAWA (ONTARIO). WOMENS BUREAU.
AGE GROUPS, EMPLOYMENT STATISTICS, FEMALES, GEOGRAPHIC REGIONS, LABOR FORCE, MARITAL STATUS, OCCUPATIONS, STATISTICAL DATA, CANADA
THE STATISTICS IN THIS BULLETIN ARE BASED ON THE SPECIAL TABLES PUBLISHED BY THE DOMINION BUREAU OF STATISTICS. SPECIAL SURVEYS DIVISION. DATA FOR WHICH ARE OBTAINED FROM A MONTHLY SAMPLE SURVEY OF ABOUT 35,000 HOUSEHOLDS. TABLES ARE WOMEN IN THE POPULATION AND IN EMPLOYMENT, INCREASE IN POPULATION AND IN EMPLOYMENT, REGIONAL DISTRIBUTION OF WOMEN IN THE LABOR FORCE, WOMEN IN THE LABOR FORCE BY AGE GROUP, LABOR FORCE PARTICIPATION RATES OF WOMEN BY AGE GROUP, FEMALE POPULATION 14-19 AND 65 YEARS AND OVER, WITH PARTICIPATION RATES, DISTRIBUTION OF WOMEN BY MARITAL STATUS, PERCENTAGE DISTRIBUTION OF WOMEN BY MARITAL STATUS, EMPLOYED PERSONS BY NUMBER OF HOURS WORKED, PERCENTAGE OF WOMEN WORKERS IN SELECTED INDUSTRIES, AND PERCENTAGE OF WOMEN WORKERS IN SELECTED OCCUPATIONAL GROUPS. THERE ARE CHARTS OF THE POPULATION AND LABOR FORCE IN CANADA 1957, 1962, AND 1967, AND FEMALE POPULATION AND LABOR FORCE BY MARITAL STATUS, 1962-1967. MOST TABLES COVER THE YEARS 1962-1967, WITH OCCASIONAL REFERENCE TO 1957. THIS DOCUMENT IS AVAILABLE FROM THE WOMENS BUREAU, CANADA DEPARTMENT OF LABOUR, OTTAWA 4. 32 PAGES. INCLUDING THE TEXT IN FRENCH. (AJ)
ERIC: ED018767

5377 WOMEN IN THE LABOR FORCE: THE EARLY YEARS 1975
GROSSMAN, A.S.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.11, NOV 1975, P. 3-9.
EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, WOMEN IN BUSINESS
THE NUMBER OF TEENAGE FEMALE WORKERS HAS BEEN RISING, BUT THE INCREASE IN WOMEN IN BUSINESS EMPLOYMENT BETWEEN THE AGES OF 20-24 HAS INCREASED EVEN MORE.
MGMT: UML75K0003

5378 WOMEN IN THE LABOR FORCE: THE LATER YEARS 1975
MCEADDY, B.J.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.11, NOV 1975, P. 17-24.
EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, WOMEN IN BUSINESS
FEMALE LABOR FORCE PARTICIPATION, FOR WOMEN OVER THE AGE OF 55, HAS BEEN DECREASING SINCE 1970.
MGMT: UML75K0017

5379 WOMEN IN THE LABOR FORCE: THE MIDDLE YEARS 1975
KLEIN, D.P.
(U.S.) MONTHLY LABOR REVIEW, VOL998, NO.11, NOV 1975, P. 10-16.
EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR FORCE, WOMEN IN BUSINESS
IN THE LAST 25 YEARS, FEMALE PARTICIPATION IN THE LABOR FORCE, FOR WOMEN BETWEEN THE AGES OF 25 TO 54, HAS GONE FROM 37% TO 54%.
MGMT: UML75K0010

5380 WOMEN IN THE MILITARY A QUESTION OF UTILIZATION DEC 74
TAMPLIN, JAMES ARTHUR JR
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: MASTERS THESIS 104P
FEMALES, MANPOWER UTILIZATION, NTISCOON
THE DEPENDENCE OF THE ARMED FORCES ON WOMEN AS THE SOLUTION TO THE MANPOWER GAP CREATED BY THE ALL-VOLUNTEER FORCE, COUPLED WITH THE IMPACT OF THE WOMENS LIBERATION MOVEMENT, PROMPTED AN EXAMINATION OF THE EXISTING BARRIERS TO THE FULL UTILIZATION OF WOMEN BY THE SERVICES. FOR ANALYSIS, THESE BARRIERS ARE BROKEN DOWN INTO THREE CATEGORIES THOSE CAUSED BY SOCIOLOGICAL AND PSYCHOLOGICAL FACTORS WHICH AFFECT ATTITUDE, THOSE CREATED BY CONGRESS IN THE LAWS OF THE LAND, AND THOSE CREATED BY THE SERVICES IN THEIR INDIVIDUAL REGULATIONS. THE RESULTS OF SOME STUDIES OF SEXUAL DIFFERENCES ARE PRESENTED. THESE RESULTS TEND TO DISPEL THE MYTHS UPON WHICH MANY OF THE BARRIERS TO WOMEN HAVE BEEN BASED.
NTIS: AD/A-003 789/5ST NTIS PRICES PC$5.25/MF$2.25

5381 WOMEN IN THE OCCUPATIONAL WORLD. SEP 71
LEVITIN, TERESA
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER.
NOTES: 11P.; PAPER PRESENTED AT AMERICAN PSYCHOLOGICAL ASSOCIATION ANNUAL CONVENTION (79TH, WASHINGTON, D. C., SEPTEMBER 3-7, 1971)
DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT, FEMALES, INCOME, JOBS, JOB SATISFACTION, LABOR FORCE, SALARY DIFFERENTIALS, WORKING WOMEN
THE PURPOSE OF THIS PAPER IS TO DEMONSTRATE THAT WOMEN DO NOT RECEIVE OCCUPATIONAL REWARDS COMMENSURATE WITH THEIR ACHIEVEMENT, REWARDS THAT ARE ALLOCATED TO EQUALLY QUALIFIED MEN. THE ANALYSIS OF DISCRIMINATION IS DIRECTED TOWARD 3 PROBLEMS (1) TO WHAT EXTENT ARE WOMEN DENIED OCCUPATIONAL REWARDS THAT, ACCORDING TO ACHIEVEMENT IDEOLOGY, THEY HAVE LEGITIMATELY EARNED; (2) WHAT ARE THE DEMOGRAPHIC AND OCCUPATIONAL DISTRIBUTIONS OF REWARD INEQUALITIES AMONG WORKING WOMEN; AND (3) TO WHAT EXTENT ARE THE RESEARCHERS OBJECTIVE MEASURES OF DISCRIMINATION ASSOCIATED WITH REPORTS OF PERCEIVED DISCRIMINATION. DATA WERE OBTAINED FROM A SURVEY OF AMERICAN WORKERS CONDUCTED BY THE SURVEY RESEARCH CENTER OF THE UNIVERSITY OF MICHIGAN LATE IN 1969. RESULTS SHOWED THAT THE AVERAGE WORKING WOMAN RECEIVED $3,458 LESS THAN HER MALE COUNTERPART. IN REGARD TO DEMOGRAPHIC AND OCCUPATIONAL VARIABLES THAT ARE RELATED TO SEVERITY OF DISCRIMINATION, IT WAS FOUND THAT THE WOMEN WHO LOST $3,500 OR MORE WERE THE YOUNGEST (16-29 YEARS OLD) AND THE OLDEST (55 YEARS PLUS). (AUTHOR/RK)
ERIC: ED056332

5382 WOMEN IN THE PUBLIC SERVICE. DEC 67
JUDEK, STANISLAW
CANADIAN DEPT. OF LABOUR, OTTAWA (ONTARIO). ECONOMICS AND RESEARCH BRANCH
NOTES: 159P.
FOREIGN COUNTRIES, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT EMPLOYEES, WORKING WOMEN, LABOR FORCE, TRAINING, INCOME, RECRUITMENT, INDIVIDUAL CHARACTERISTICS, TABLES (DATA), BIBLIOGRAPHIES, NATIONAL SURVEYS, CANADA
IN 1962 A GOVERNMENT COMMISSION DECLARED THAT THE PROVISIONS UNDER THE PUBLIC EMPLOYMENT SERVICE ACT FOR EQUAL TREATMENT FOR FEMALE GOVERNMENT EMPLOYEES WERE NOT BEING FULLY IMPLEMENTED IN PRACTICE, AN IMPORTANT ALLEGATION SINCE THE NATIONAL GOVERNMENT IN CANADA IS THE LARGEST EMPLOYER. A RESEARCH PROJECT WAS UNDERTAKEN TO PROVIDE INFORMATION ABOUT THE FEMALE LABOR FORCE, GROWTH AND COMPOSITION OF PUBLIC SERVICE EMPLOYMENT, PROMOTION, TRAINING AND EARNINGS, SOURCES OF RECRUITMENT, REGULARITY OF EMPLOYMENT, AND PROBLEMS OF FEMALE EMPLOYEES. THE SURVEY FOUND THAT OVER 15 PERCENT OF GOVERNMENT EMPLOYEES WERE WOMEN IN 1966 AND THEIR AVERAGE AGE WAS JUST OVER 39. WOMEN ACCOUNTED FOR LESS THAN 10 PERCENT OF THE PROFESSIONAL GROUP AND THEY WERE CONCENTRATED IN LOWER PAID OCCUPATIONS WITH A MEDIAN INCOME OF BELOW $4,000 PER YEAR. FEMALE EMPLOYEES HAD A HIGHER RATE OF ABSENCE THAN MEN WITH ONE-FIFTH BEING ABSENT 13 OR MORE WORKING DAYS PER YEAR. SOME RECOMMENDATIONS DESIGNED TO ALLEVIATE SOME OF THE SPECIAL PROBLEMS OF FEMALE EMPLOYMENT ARE THAT (1) PART-TIME EMPLOYMENT BE MADE AVAILABLE, (2) GOVERNMENT-OPERATED NURSERY FACILITIES BE CONSIDERED, AND (3) CHILD CARE AND HOUSEKEEPING EXPENSES BE TAX DEDUCTIBLE. (BC)
AIM/ARM: VT009940 THE QUEENS PRINTER, OTTAWA, CANADA.

5383 WOMEN IN THE VERMONT LABOR MARKET, 1975 SEP 76
VERMONT DEPT. OF EMPLOYMENT SECURITY, MONTPELIER. RESEARCH AND STATISTICS SECTION.
NOTES: 27P
FEMALES, EMPLOYMENT, VERMONT, NTISSLLC
THE INCREASING PARTICIPATION OF WOMEN IN THE LABOR MARKET IS THE RESULT OF NUMEROUS INFLUENCES. AMONG THE CONTRIBUTING FACTORS ARE A DECLINING BIRTH RATE, HIGHER EDUCATIONAL ATTAINMENT, INCREASED ORIENTATION TOWARD A CAREER, FINANCIAL NECESSITY, AND CHANGING LIFESTYLES. WHILE OCCUPATIONAL OPPORTUNITIES HAVE BEEN EXPANDED DUE TO LEGISLATIVE AND POLICY CHANGES, MANY WOMEN REMAIN CONCENTRATED IN RELATIVELY LOW-PAYING AND LOW-STATUS OCCUPATIONS. THE PROBLEMS OF FAMILY RESPONSIBILITIES, LOWER SENIORITY, AND DISCRIMINATION BY SEX HAVE CONTINUED TO RESTRICT WOMENS EMPLOYMENT ACHIEVEMENTS.
NTIS: PB-265 340/4ST NTIS PRICES PC A03/MF A01

5384 WOMEN IN THE WORK FORCE. CONFRONTATION WITH CHANGE SERIES. 72
KATZELL, MILDRED E., ED.;BYHAM, WILLIAM C., ED.
NOTES: 76P.; PROCEEDINGS OF A CONFERENCE OF THE NEW YORK STATE PSYCHOLOGICAL ASSOCIATION, DIVISION OF PERSONNEL PSYCHOLOGY (NEW YORK, NOVEMBER 1970)

(CONT.)

5384 CONFERENCE REPORTS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, FEMINISM, LABOR FORCE,
MANPOWER UTILIZATION, PSYCHOLOGICAL CHARACTERISTICS, SEX DIFFERENCES, SOCIAL CHANGE,
WORKING WOMEN
AN OUTGROWTH OF A CONFERENCE, THIS BOOK DEFINES ISSUES, IDENTIFIES PROBLEMS, AND SUGGESTS COURSES OF ACTION THAT WILL LEAD TO THE FULL UTILIZATION OF WOMEN IN THE WORK FORCE. CHAPTERS ARE (1) THE CURRENT STATUS OF THE EMPLOYMENT OF WOMEN BY C. EAST: (2) WOMENS LIBERATION MEANS PUTTING SEX IN ITS PLACE BY W. S. HEIDE: (3) EMPLOYMENT IMPLICATIONS OF PSYCHOLOGICAL CHARACTERISTICS OF MEN AND WOMEN BY E. MATTHEWS: (4) WHAT IS LABOR DOING ABOUT WOMEN IN THE WORK FORCE BY O. HAENER: (5) WHAT MANAGEMENT IS DOING ABOUT WOMEN IN THE WORK FORCE BY E. N. BOMSEY: (6) WHAT GOVERNMENT IS DOING ABOUT WOMEN IN THE WORK FORCE BY J. WILKS: AND (7) WHERE DO WE GO FROM HERE BY T. COSTELLO. (SB)
ERIC: ED069926 BEHAVIORAL PUBLICATIONS, INC., 2852 BROADWAY-MORNINGSIDE HEIGHTS, NEW YORK, N.Y. 10025

5385 WOMEN IN THE WORK FORCE. FOLLOW-UP STUDY OF CURRICULUM MATERIALS. 73
VETTER, LOUISE, AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 63P.
FOLLOWUP STUDIES, SUMMATIVE EVALUATION, WORK ATTITUDES, CAREER PLANNING, OCCUPATIONAL INFORMATION, SECONDARY SCHOOL STUDENTS, FEMALES
CAREER PLANNING FOR YOUNG WOMEN HAS GAINED MORE IMPORTANCE BECAUSE OF THE INCREASING NUMBERS OF WOMEN ENTERING THE WORK FORCE. A FOLLOW-UP OF THE ORIGINAL RESULTS OF A CURRICULUM UNIT, PLANNING AHEAD FOR THE WORLD OF WORK FOR HIGH SCHOOL WOMEN WAS CONDUCTED ONE YEAR AFTER THE UNIT WAS TESTED. THE FOLLOW-UP INCLUDED 247 OF THE ORIGINAL 326 HOME ECONOMICS STUDENTS WHO PARTICIPATED IN THE STUDY. AT THE TIME OF RETEST, STUDENTS WERE IN THE EIGHTH, TENTH, AND TWELFTH GRADES. THE INSTRUMENT USED FOR FOLLOW-UP INCLUDED SECTIONS RELATING TO KNOWLEDGE OF WORK, ATTITUDES TOWARD WORK, AND CAREER PLANS. THE CONCLUSIONS CONCERNING THE RETAINED EFFECT OF THE UNIT WERE (1) SOME OF THE GAIN IN THE EXPERIMENTAL GROUP STUDENTS OBJECTIVE KNOWLEDGE OF THE WORLD OF WORK WAS RETAINED, BUT EXPERIMENTAL AND CONTROL GROUP RESPONSES WERE NOT SIGNIFICANTLY DIFFERENT, (2) STUDENTS IN THE EXPERIMENTAL GROUP STILL HAD HIGHER SCORES ON THE CHALLENGE ATTITUDE SCALE, (3) THE CONTROL GROUP GAINED A DESIRE FOR ECONOMIC MOBILITY AND EXTRINSIC REWARDS IN GRADE 12 EQUAL TO THAT HELD BY THE EXPERIMENTAL GROUP, (4) THE STATUS LEVEL OF STUDENTS STATED FIRST OCCUPATIONAL CHOICES TENDED TO REMAIN THE SAME, WHILE MORE STUDENTS IN THE EXPERIMENTAL GROUP FELT THEY WOULD CONTINUE TO WORK AFTER THEIR CHILDREN WERE BORN AND ALSO AFTER THEIR CHILDREN WERE IN HIGH SCHOOL. (AUTHOR/VA)
AIM/ARM: VT102196

5386 WOMEN IN THE WORLD OF WORK. SEP 69
WOLFE, HELEN BICKEL
NEW YORK STATE EDUCATION DEPT., ALBANY. DIV. OF RESEARCH.
NOTES: 71P.
ACADEMIC ACHIEVEMENT, AGE, EMPLOYMENT PATTERNS, FEMALES, LABOR FORCE NONPARTICIPANTS, MARITAL STATUS, OCCUPATIONAL GUIDANCE, PERSONAL VALUES, PSYCHOLOGICAL NEEDS, SOCIOECONOMIC STATUS, VOCATIONAL COUNSELING, WORK ATTITUDES, WORKING WOMEN
TO PROVIDE RESEARCH ABOUT WOMENS WORK VALUES AND HOW THESE VALUES MAY BE RELATED TO SPECIFIC DEMOGRAPHIC VARIABLES, QUESTIONNAIRES WERE MAILED TO 4,003 WOMEN IN NEW YORK STATE. THE SIX WORK VALUES UNDER INVESTIGATION WERE IDENTIFIABLE PSYCHOLOGICAL NEEDS (1) DOMINANCE-RECOGNITION, (2) MASTERY-ACHIEVEMENT, (3) ECONOMIC, (4) INDEPENDENCE, (5) SOCIAL, AND (6) INTERESTING ACTIVITY. THE DEMOGRAPHIC VARIABLES CHOSEN TO BE LINKED WITH THE WORK VALUES WERE MARITAL STATE, AGE, EDUCATIONAL ATTAINMENT, EMPLOYMENT STATUS, CAREER PATTERN, SOCIOECONOMIC CLASS, AND FIELD OF WORK. ANALYSIS OF 1,371 RETURNS REVEALED THAT THE VALUES WHICH WOMEN SEEK FROM WORK ARE LINKED TO SPECIFIC DEMOGRAPHIC VARIABLES. THE ONLY VALUE WHICH CONSISTENTLY CROSSED ALL DEMOGRAPHIC VARIABLES AND IS, THEREFORE, CONSIDERED THE CENTRAL WORK VALUE FOR WOMEN WAS THE MASTERY-ACHIEVEMENT VALUE. THE TWO LEAST IMPORTANT WORK VALUES WERE DOMINANCE-RECOGNITION AND ECONOMIC. THE RESULTS OF THIS STUDY HAVE MANY IMPLICATIONS FOR THE GUIDANCE AND COUNSELING PROFESSION, SUCH AS (1) THE WORK VALUES OF MEN AND WOMEN DIFFER, (2) WOMEN NEED TO DERIVE A SENSE OF ACCOMPLISHMENT AND SATISFACTION FROM THEIR WORK, AND (3) WOMEN SEEK WORK TO FULFILL THEIR SOCIAL NEEDS. A SAMPLE OF THE QUESTIONNAIRE IS APPENDED. (AUTHOR/SB)
ERIC: ED055160

5387 WOMEN IN THE WORLD OF WORK: A BIBLIOGRAPHY OF ERIC DOCUMENTS. BIBLIOGRAPHY SERIES NO. 19. AUG 73
SCHROEDER, PAUL E., COMP.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 29P.
ANNOTATED BIBLIOGRAPHIES, BIBLIOGRAPHIES, CAREER CHOICE, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, FEMALES, HOUSEWIVES, JOB MARKET, JOBS, LABOR MARKET, WORKING WOMEN
THE ANNOTATED BIBLIOGRAPHY WAS PREPARED TO ALERT EDUCATORS TO LITERATURE DISCUSSING WOMEN IN THE WORLD OF WORK. IT CONTAINS 32 DOCUMENTS, ANNOUNCED IN RESEARCH IN EDUCATION (RIE), SELECTED BY MEANS OF A COMPUTER SEARCH USING ONE OF THE DESCRIPTORS FEMALES, HOUSEWIVES, MOTHERS, WORKING PARENTS OR WORKING WOMEN PLUS A SECOND MAJOR DESCRIPTOR FROM A LIST OF 32 OTHER MAJOR DESCRIPTORS COVERING ASPECTS OF THE WORLD OF WORK. IT IS LIMITED TO THOSE DOCUMENTS HAVING PUBLICATION DATES IN THE YEARS 1970, 1971, OR 1972.

(CONT.)
5387 EACH CITATION PROVIDES THE SAME INFORMATION AS IS PROVIDED BY RIE. ALL DOCUMENTS LISTED ARE AVAILABLE IN MICROFICHE OR HARD COPY FORM FROM THE ERIC DOCUMENT REPRODUCTION SERVICE. IT IS POINTED OUT THAT THE BIBLIOGRAPHY IS NOT COMPLETE OR COMPREHENSIVE BUT IS INTENDED TO INCLUDE THOSE DOCUMENTS MOST RELEVANT TO THE TOPIC. (MS)
ERIC: ED083479

5388 WOMEN IN TOP JOBS: AN OPPORTUNITY FOR FEDERAL LEADERSHIP 1976
STEWART, D.W.
PUBLIC ADMINISTRATION REVIEW, VOL.36, NO.4, JULY/AUG 1976, P. 357-363. BIBLIOG. 38
CIVIL SERVICE, DISCRIMINATION, EEC, GOVERNMENT AGENCY, PUBLIC ADMINISTRATION, WOMEN
ARTICLE POINTS OUT OBSTACLES TO PLACEMENT OF WOMEN IN HIGH-LEVEL DECISION-MAKING POSITIONS. THESE PROBLEMS ARE OF THREE TYPES-POLITICAL, BIOLOGICAL AND SOCIOLOGICAL. ALSO CALLS FOR SPECIAL LEADERSHIP ROLE FOR THE FEDERAL PUBLIC SERVICE IN OVERCOMING THESE OBSTACLES.
MGMT: PAR76G0357

5389 WOMEN IN TRANSITION A LIFE-PLANNING WORKSHOP MODEL W 77
RICE, JOY K.;GOERING, MARGARET L.
JOURNAL OF THE NAWDAC:40:2:57-61
FEMALES, CAREER PLANNING, VOCATIONAL COUNSELING, LIFE STYLE, MODELS, RESEARCH PROJECTS, BEHAVIOR PATTERNS, PROGRAM DESCRIPTIONS
THE POSITIVE RESULTS FROM TWO WORKSHOP EVALUATIONS (N%42), THE HIGH RETURN ON THE FOLLOW-UP QUESTIONNAIRES, AND THE SPONTANEOUS, ENTHUSIASTIC RESPONSES, BOTH WRITTEN AND VERBAL, SUPPORT THE HYPOTHESIS THAT A SINGLE IN-DEPTH WORKSHOP EXPERIENCE CAN BE QUITE EFFECTIVE IN FACILITATING PLANNING AND DECISION MAKING OF RETURNING ADULTS, PARTICULARLY WOMEN IN TRANSITION. (AUTHOR)
ERIC: EJ151066

5390 WOMEN OFFENDERS BREAKING THE TRAINING MOLD FEB 75
NORTH, DAVID S.
MANPOWER:7:2:13-19
PRISONERS, FEMALES, VOCATIONAL REHABILITATION, SEX ROLE, CHANGING ATTITUDES, CORRECTIONAL REHABILITATION, VOCATIONAL EDUCATION, SEX STEREOTYPES, MANPOWER UTILIZATION, JOB TRAINING
VOCATIONAL TRAINING PROGRAMS IN WOMENS PRISONS HAVE TENDED TO REFLECT A TRADITIONAL ATTITUDE TOWARDS WOMEN AS MEMBERS OF THE WORK FORCE. THIS TRADITIONAL ATTITUDE IS CHANGING IN SOME INSTITUTIONS AS TRAINING IS PROVIDED WOMEN OFFENDERS IN NONTRADITIONAL JOBS WELDING, COSMETOLOGY, AND HOME ECONOMICS. (BF)
ERIC: EJ112063

5391 WOMEN ON THE MOVE: AFFIRMATIVE ACTION FOR WOMEN CROWN EMPLOYEES IN ONTARIO 1976
EASTHAM, K.
CANADIAN BUSINESS REVIEW, VOL.3, NO.2, SPRING 1976, P. 34-35.
AFFIRMATIVE ACTION, CANADA, CIVIL SERVICE, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, PERSONNEL MANAGEMENT, PROMOTION, TRAINING AND DEVELOPMENT, WOMEN
REVIEWS TRAINING AND DEVELOPMENT PROGRAMS FOR THE ADVANCEMENT OF WOMEN IN CANADA, SPECIFICALLY IN THE PROVINCE OF ONTARIO.
MGMT: CBU76P0034

5392 WOMEN RETURNING TO THE LABOUR FORCE A FIRST REPORT, WOMENS BUREAU CAREERS CENTRE. 69
BELL, LINDA
ONTARIO DEPT. OF LABOUR, TORONTO. WOMENS BUREAU.
NOTES: 26P.
ACTION RESEARCH, CAREER PLANNING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT SERVICES, FEMALES, HOUSEWIVES, JOB PLACEMENT, JOB SKILLS, LABOR FORCE, MOTIVATION, PART TIME JOBS, RESPONSIBILITY, WORKING WOMEN, CANADA, ONTARIO DEPARTMENT OF LABOUR
THIS FIRST REPORT OF THE WOMENS BUREAU CAREERS CENTRE OF THE ONTARIO DEPARTMENT OF LABOUR PROVIDES STATISTICAL DATA ON THE PERSONAL AND SOCIAL CHARACTERISTICS OF THE WOMEN WHO CAME TO THEM AS CLIENTS (WOMEN WHO WISHED TO RETURN TO WORK), AND DISCUSSES THESE CLIENTS AND THE CENTRES PROGRAM FOR THEM. SECTIONS OF THE REPORT ARE DEVOTED TO REASONS FOR GOING TO WORK, OBSTACLES IN THE WAY, AND INITIAL ACHIEVEMENTS. THE DATA WERE GATHERED FROM, AND THE REPORT BASED UPON, 732 WOMEN WHO CAME TO THE CENTRES COUNSELLING SERVICE IN DOWNTOWN TORONTO IN THE TWO YEARS BEGINNING APRIL 1967. THE PROGRAM IS DIRECTED PRIMARILY TOWARD THE RELATIVELY WELL-EDUCATED HOUSEWIFE WHO IS FIRM BUT UNFOCUSED IN HER DESIRE FOR A CAREER. APPLICANTS WHO DO NOT FIT WITHIN THIS AREA OF SPECIALIZATION ARE REFERRED TO OTHER SOURCES OF HELP. (MF)
ERIC: ED034139 ONTARIO DEPARTMENT OF LABOUR, WOMENS BUREAU, 74 VICTORIA STREET, TORONTO, ONTARIO

5393 WOMEN RETURNING TO WORK AND THEIR INTERACTION WITH A TEMPORARY HELP SERVICE. MAY 76
LEONE, RICHARD D.;BURKE, DONALD R.
TEMPLE UNIV., PHILADELPHIA, PA. CENTER FOR LABOR AND MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-42-74-11
NOTES: 235P.
EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, FEMALES, JOB PLACEMENT, LABOR MARKET,

(CONT.)
5393 MANPOWER NEEDS, PART TIME JOBS, PERSONNEL SELECTION, RECRUITMENT, STATISTICAL ANALYSIS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK EXPERIENCE, WORKING PARENTS, WORKING WOMEN

STATISTICAL ANALYSIS OF THE PROCESS OF LABOR MARKET REENTRY THROUGH A TEMPORARY HELP SERVICE (THS) CAN PROVIDE A BETTER UNDERSTANDING OF THE DYNAMICS OF FEMALE LABOR MARKET ACCOMMODATION AND AN INSIGHT INTO THE ROLE PLAYED BY A THS AS A LABOR MARKET INSTITUTION, ESPECIALLY AS IT FACILITATES THE SUCCESSFUL REENTRANCE OF WOMEN INTO THE WORK FORCE. IT WAS FOUND THAT THS MET THE EMPLOYMENT NEEDS OF WOMEN, PARTICULARLY THOSE WITH CHILDREN, AND ENABLED THOSE WHO MIGHT OTHERWISE NOT HAVE FOUND ACCEPTABLE JOBS TO CONTRIBUTE TO THEIR HOUSEHOLD INCOME. OF GREATER SIGNIFICANCE, HOWEVER, WERE THE CONTACTS MADE WITH POTENTIAL EMPLOYERS ORIGINALLY REFERRED BY THS. THESE CONTACTS HAD A POSITIVE INFLUENCE ON LONG RUN ADJUSTMENTS TO THE WORLD OF WORK. IN EFFECT, THS IS A CLEARINGHOUSE WHERE WOMEN CAN FULFILL THEIR IMMEDIATE EMPLOYMENT NEEDS. FINDINGS SUGGESTED THAT AGENCIES PRESENTLY DISSEMINATING LABOR MARKET INFORMATION, SUCH AS THE EMPLOYMENT SERVICE, SCHOOLS, AND MANPOWER TRAINING PROGRAMS, SHOULD BE ALERTED TO THE RANGE OF OPPORTUNITIES PROVIDED BY THS, PARTICULARLY FOR REENTRY LEVEL WOMEN. IN ADDITION, EMPLOYERS SHOULD BE MADE AWARE THAT THE THS INDUSTRY CAN PROVIDE COMPETENTLY QUALIFIED EMPLOYEES TO MEET TEMPORARY NEEDS. (AUTHOR/TA)

ERIC: ED127426 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5394 WOMEN WHO HEAD FAMILIES A SOCIOECONOMIC ANALYSIS. SPECIAL LABOR FORCE REPORT 190. JUN 76
MCEADDY, BEVERLY JOHNSON
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
MONTHLY LABOR REVIEW: JUN 1976
NOTES: 12P.
AGE, ECONOMIC DISADVANTAGEMENT, ECONOMIC RESEARCH, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FAMILY STATUS, FATHERLESS FAMILY, FEMALES, HEADS OF HOUSEHOLDS, INCOME, LABOR FORCE, OCCUPATIONS, ONE PARENT FAMILY, RACE, SOCIOECONOMIC STATUS, TREND ANALYSIS, UNSKILLED LABOR, WORKING WOMEN

THIS REPORT DESCRIBES THE SOCIOECONOMIC CONDITIONS OF WOMEN WHO ARE HEADS OF FAMILIES NOTING THAT THE ACCELERATED GROWTH OF FAMILIES HEADED BY WOMEN IN RECENT YEARS, ESPECIALLY SINCE 1970, HAS BEEN OF CONCERN IN PART BECAUSE ONE OUT OF EVERY THREE, AS COMPARED TO ONE OF EVERY EIGHTEEN OF THE FAMILIES HEADED BY MEN, IS LIVING AT OR BELOW WHAT IS GENERALLY DEFINED AS THE POVERTY LEVEL. THE REPORT PROVIDES STATISTICAL DATA CONCERNING THE AGE, RACE, AND MARITAL STATUS OF FAMILIES WITH WOMEN AS HEADS OF HOUSEHOLDS. INCLUDED ALSO IS DATA ON LABOR FORCE PARTICIPATION, OCCUPATIONS, CHILDREN, AND INCOME OF FEMALE HEADS OF HOUSEHOLDS IN COMPARISON TO MEN. CONCLUSIONS DRAWN FROM THE DATA INCLUDE THESE THE NUMBER OF POOR FAMILIES HEADED BY WOMEN IS CONTINUOUSLY RISING, WHILE THAT OF MEN IS STEADILY FALLING, AND FOR SEVERAL MILLION OF THESE WOMEN THE BARRIERS IMPEDING THE CLIMB CONTINUE TO BE INADEQUATE TRAINING AND EDUCATION FOR THE CURRENT JOB MARKET, AND, IN SOME CASES, HEAVY CHILD CARE RESPONSIBILITIES. (WL)

ERIC: ED130031

5395 WOMEN WHO WORK PART I, THE RELATIVE IMPORTANCE OF AGE, EDUCATION AND MARITAL STATUS FOR PARTICIPATION IN THE LABOUR FORCE. SPECIAL LABOUR FORCE STUDIES NO. 5. SEP 67
ALLINGHAM, JOHN D.
NOTES: 23P.
AGE, EDUCATION, FOREIGN COUNTRIES, LABOR FORCE, MARITAL STATUS, WORKING WOMEN, CANADA

THIS PAPER IS INTENDED TO PROVIDE A SYSTEMATIC TREATMENT OF SOME HYPOTHESES RELATING TO LABOR FORCE PARTICIPATION DETERMINANTS, AND AN ILLUSTRATION OF THE RELATIVE IMPORTANCE OF AGE, EDUCATION, AND MARITAL STATUS FOR FEMALE PARTICIPATION. MARITAL STATUS, EDUCATION, AND AGE HAVE ALL BEEN SHOWN TO AFFECT PARTICIPATION RATES. ON AN IMPRESSIONISTIC BASIS: MARITAL STATUS HAS BEEN SHOWN TO HAVE A GREATER EFFECT THAN EDUCATION, WHICH IN TURN HAS A GREATER IMPACT THAN AGE. ALTHOUGH AGE IS OF LEAST IMPORTANCE, THERE IS EVIDENCE OF A PATTERN IN ITS EFFECT. WITHIN HIGH AND LOW EDUCATION GROUPS OF SINGLE FEMALES, AGE IS ROUGHLY RELATED IN AN INVERSE MANNER TO PARTICIPATION. THE PATTERN FOR MARRIED WOMEN IS MORE COMPLEX. WITHIN EACH OF THE EDUCATIONAL GROUPS, THE TOP THREE RATES RELATE TO THOSE AGED 40 TO 44, 45 TO 49, AND 50 TO 54--AGES AT WHICH LABOR FORCE RE-ENTRY OCCURS, AF[illegible] THE PRIME CHILD-BEARING-AND-CARE YEARS. (JK)

AIM/ARM: VT008930

5396 WOMEN WHO WORK, PART 2 MARRIED WOMEN IN THE LABOUR FORCE THE INFLUENCE OF AGE, EDUCATION, CHILD-BEARING STATUS AND RESIDENCE. SPECIAL LABOUR FORCE STUDIES SERIES B, NO. 2. DEC 68
ALLINGHAM, JOHN D.:SPENCER, BYRON G.
DOMINION BUREAU OF STATISTICS, OTTAWA (ONTARIO). SPECIAL MANPOWER STUDIES AND CONSULTATION DIV.
NOTES: 19P.
AGE, EDUCATION, EMPLOYMENT LEVEL, FAMILY INCOME, FAMILY STATUS, FOREIGN COUNTRIES, LABOR FORCE, MANPOWER UTILIZATION, MARITAL STATUS, WORKING WOMEN, CANADA

TO FOLLOWUP AN EARLIER STUDY OF THE RELATIVE IMPORTANCE OF AGE, EDUCATION, AND MARITAL STATUS AS VARIABLES INFLUENCING FEMALE PARTICIPATION IN THE LABOR FORCE, THIS RESEARCH ATTEMPTS TO MEASURE THE RELATIVE IMPORTANCE OF SIMILAR FACTORS IN DETERMINING WHETHER OR NOT A WOMAN WORKS OR WISHES TO WORK. PARTICULAR EMPHASIS WAS GIVEN TO SUCH DETERMINANTS AS AGE, CHILD STATUS, EDUCATION OF MARRIED WOMEN, RESIDENCE, AND EDUCATION OF HUSBAND. ONE IMPORTANT FINDING OF THE STUDY WAS THAT THE PRESENCE OR ABSENCE OF A YOUNG CHILD REMAINS, IN THE AGGREGATE, THE MOST IMPORTANT SINGLE ATTRIBUTE AFFECTING A WIFES PARTICIPATION IN THE LABOR FORCE UNTIL THE AGE OF 44. IT WAS CONCLUDED THAT THE GENERAL

(CONT.)

5396 IMPROVEMENT IN THE LEVEL OF EDUCATION IS LIKELY TO INDUCE MORE AND MORE WIVES TO REMAIN IN THE LABOR FORCE AFTER THEY ARE MARRIED, AND TO RETURN TO IT WHEN THEIR MAJOR CHILD-RAISING RESPONSIBILITIES IN THE HOME ARE PASSED. STILL OTHER FACTORS THAT ARE EXPECTED TO INFLUENCE THE PARTICIPATION OF WOMEN IN LABOR FORCE ARE THE USE OF EFFECTIVE BIRTH CONTROL METHODS AND THE GENERAL CONTINUING RISE IN THE HUSBANDS INCOME. PART 1 OF THIS STUDY IS AVAILABLE AS ED 033 199. (AUTHOR/JS)
ERIC: ED053329 DOMINION BUREAU OF STATISTICS, PUBLICATIONS DISTRIBUTION, OTTAWA, ONTARIO, CANADA ($.50)

5397 WOMEN WITH A LOT OF VOLTAGE APR 77
MITCHELL, BRAD
WORKLIFE:2:4:29-30
ELECTRICAL OCCUPATIONS, APPRENTICESHIPS, FEMALES, COMMUNITY COLLEGES, INTERINSTITUTIONAL COOPERATION, EDUCATIONAL PROGRAMS, POST SECONDARY EDUCATION, FEDERAL AID, MICHIGAN, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
DESCRIBES A 17-WEEK PREAPPRENTICESHIP TRAINING PROGRAM DEVELOPED (THROUGH A CETA GRANT) COOPERATIVELY BY THE LANSING (MICHIGAN) TRI-COUNTY MANPOWER CONSORTIUM, LANSING COMMUNITY COLLEGE, AND LOCAL 665 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS. THE PROGRAM IS DESIGNED TO PROVIDE WOMEN WITH BASIC SKILLS AND KNOWLEDGE NECESSARY TO BE ACCEPTED BY THE UNION AS APPRENTICE ELECTRICIANS. (WL)
ERIC: EJ158216

5398 WOMEN WORKERS AND THE COURTS 1975
MORGENSTERN, F.
INTERNATIONAL LABOUR REVIEW, VOL.112, NO.1, JULY 1975, P. 15-27.
EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, LAW, MANAGEMENT, WOMEN IN BUSINESS, WORKMEN'S COMPENSATION
THE AUTHOR FEELS THAT THE TYPE OF JUDICIAL DECISIONS SEEN CONCERNING THE WOMEN WORKERS AND THEIR PROBLEMS AT WORK IS A CLEAR INDICATOR OF THE SLOWLY BUT SURELY RISE OF WOMEN IN SOCIETY.
MGMT: IRE7520015

5399 WOMEN WORKERS IN CALIFORNIA, 1949-1967. JAN 68
CALIFORNIA STATE DEPT. OF INDUSTRIAL RELATIONS, SAN FRANCISCO. DIV. OF LABOR STATISTICS AND RESEARCH
NOTES: 25P.
WORKING WOMEN, TABLES (DATA), EMPLOYMENT STATISTICS, LABOR FORCE, CALIFORNIA
TWENTY CHARTS REPRESENT THE ESTIMATED NUMBER OF WOMEN WAGE AND SALARY WORKERS IN NON-AGRICULTURAL ESTABLISHMENTS, BY INDUSTRY, IN CALIFORNIA ANNUALLY. ESTIMATES, IN THOUSANDS, ARE LISTED BY MONTH. A TWO-PAGE SUMMARY LISTS THE ANNUAL AVERAGES 1949-1966 ACCORDING TO INDUSTRY AND YEAR. THE LEAST NUMBER OF WOMEN WERE EMPLOYED IN SHIPBUILDING AND THE MOST IN TRADE. THE AVERAGE ANNUAL NUMBER OF WOMEN WAGE AND SALARY WORKERS IN NON-AGRICULTURAL ESTABLISHMENTS HAS GROWN FROM 1,540.0 TO 2,295.2 (IN THOUSANDS) BETWEEN 1960-1967. (FP)
AIM/ARM: VT001345

5400 WOMEN WORKERS IN REGIONAL AREAS AND IN LARGE STATES AND METROPOLITAN AREAS, 1971. 71
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
NOTES: 10P.
EMPLOYMENT STATISTICS, FEMALES, GEOGRAPHIC DISTRIBUTION, GEOGRAPHIC REGIONS, LABOR FORCE, METROPOLITAN AREAS, MINORITY GROUPS, RACIAL DISTRIBUTION, SOUTHERN STATES, TABLES (DATA), UNEMPLOYMENT, WORKING WOMEN
DATA FROM THE BUREAU OF LABOR STATISTICS HAS BEEN SUMMARIZED ON LABOR FORCE PARTICIPATION AND UNEMPLOYMENT RATES IN 1971, OF WOMEN 16 YEARS OF AGE AND OVER, IN THE VARIOUS CENSUS REGIONS OF THE UNITED STATES AND IN 10 LARGE STATES AND 20 LARGE STANDARD METROPOLITAN STATISTICAL AREAS (SMSAS); SEPARATE DATA ALSO HAVE BEEN SUMMARIZED FOR WOMEN OF MINORITY RACES. WOMEN 16 YEARS OF AGE AND OVER WHO WERE IN THE LABOR FORCE IN AN AVERAGE MONTH IN 1971 REPRESENTED 43 PERCENT OF ALL WOMEN OF THAT AGE RANGE IN THE POPULATION AND 38 PERCENT OF THE TOTAL WORK FORCE IN THE UNITED STATES. MORE THAN HALF OF ALL WOMEN WORKERS IN 1971 WERE IN THE 10 LARGE STATES FOR WHICH DATA ARE GIVEN (CALIFORNIA--3.2 MILLION; NEW YORK--2.9 MILLION). THREE SMSAS WITH MORE THAN A MILLION WOMEN WORKERS WERE NEW YORK CITY, LOS ANGELES-LONG BEACH, AND CHICAGO. PROPORTIONATELY MORE WOMEN OF MINORITY RACES THAN WHITE WOMEN ARE WORKERS; ABOUT HALF OF ALL MINORITY WOMEN WORKERS WERE IN THE SOUTH IN 1971. THE UNEMPLOYMENT RATE FOR THE COUNTRY AS A WHOLE WAS 10.9 PERCENT FOR MINORITY WOMEN AND 6.3 PERCENT FOR WHITE WOMEN; THE GAP BETWEEN THE UNEMPLOYMENT RATES FOR MINORITY AND WHITE WOMEN WAS NARROWEST IN THE WEST AND WIDEST IN THE NORTH CENTRAL STATES. (EA)
ERIC: ED094157

5401 WOMEN WORKERS IN THE HEALTH SERVICE INDUSTRY NOV 74
BROWN, CAROL A.
QUEENS COLL., FLUSHING, N.Y. DEPT. OF URBAN STUDIES.
NOTES: 12P
HEALTH OCCUPATIONS, HEALTH MANPOWER, HRP/MCA, HRP/UH, HRP/RC, HRP/ZJ, HRPGEO/YNO, HRPOCC/XG, REPRINTS, FEMALES, MEDICAL PERSONNEL, NTISHRANHP
SEXISM IN THE HEALTH CARE INDUSTRY IS EXAMINED IN A DISCUSSION OF THE OVERLAP OF SEXUAL AND OCCUPATIONAL STATUS IN THE INDUSTRY. IT IS FIRST POINTED OUT THAT MOST SKILLED AND UNSKILLED HEALTH SERVICE WORKERS ARE WOMEN, ALTHOUGH THE HEALTH CARE INDUSTRY IS LARGELY

(CONT.)
5401 CONTROLLED BY MEN. IT IS SUGGESTED THAT WOMEN ARE HIRED BECAUSE THEY CONSTITUTE AN INEXPENSIVE, AVAILABLE, AND SEEMINGLY POWERLESS WORK FORCE. HEALTH SERVICE OCCUPATIONS ARE SAID TO BE ORGANIZED LIKE CRAFT UNIONS, WITH RIGID HIERARCHICAL SEPARATIONS AND CONTROL BY THE TOP OCCUPATIONS. CONFLICTS BETWEEN MEN AND WOMEN, I.E., BETWEEN MANAGEMENT AND WORKERS, OFTEN ARE PLAYED OUT AS CONFLICTS BETWEEN OCCUPATIONS. CHALLENGES TO PHYSICIANS THAT HAVE COME FROM VARIOUS NURSING SPECIALTIES AND TECHNICAL PROFESSIONS ARE POINTED OUT. IT IS SUGGESTED THAT PHYSICIANS ATTEMPT TO COUNTER THE THREAT PRESENTED BY NURSE SPECIALISTS (E.G., NURSE-MIDWIVES AND NURSE ANESTHETISTS) BY CREATING LOWER SKILLED SUBSTITUTES, SUCH AS OBSTETRICAL TECHNICIANS AND OPERATING ROOM ASSISTANTS, WHO ARE UNDER AMERICAN MEDICAL ASSOCIATION CONTROL AND PHYSICIANS AUTHORITY. IT IS NOTED THAT THE INCREASING INDUSTRIALIZATION OF THE HEALTH CARE INDUSTRY, WILL BRING ABOUT CHANGES IN PATTERNS OF CONFLICT AMONG OCCUPATIONS, CREATING OPPORTUNITIES FOR INDIVIDUAL BUREAUCRATIC MOBILITY AND FAVORABLE CONDITIONS FOR UNIONIZATION DRIVES. IT IS CONCLUDED THAT THE SEX, RACE, AND PROFESSIONAL CONFLICTS THAT HOLD BACK UNIONISM MUST BE OVERCOME IF THE STATUS OF WOMEN IN THE HEALTH CARE INDUSTRY IS TO BE CHANGED.
NTIS: HRP-0016545/6ST NTIS PRICE NOT AVAILABLE NTIS

5402 WOMEN WORKERS TODAY. JUN 70
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 7P.
EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, FEMALES, INDIVIDUAL CHARACTERISTICS, WORKING WOMEN
THIS BOOKLET IS AN OVERVIEW OF FEMALE EMPLOYMENT TODAY. THE PROFILE OF THE WOMAN WORKER IS CHANGING, IN TERMS OF PERSONAL CHARACTERISTICS SUCH AS AGE, MARITAL FAMILY STATUS, EDUCATION, RACE, AND FAMILY INCOME, AND ALSO IN TERMS OF EMPLOYMENT CHARACTERISTICS, SUCH AS OCCUPATION, INCOME, AND UNEMPLOYMENT PATTERNS. THE REPORT PREDICTS A CONTINUING RISE IN FEMALE EMPLOYMENT. (BH)
ERIC: ED051373 WOMENS BUREAU, WAGE AND LABOR STANDARDS ADMINISTRATION, U.S. DEPT. OF LABOR, WASHINGTON, D.C. 20210 (NO CHARGE)

5403 WOMEN WORKERS TODAY. OCT 76
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 14P.
EMPLOYMENT STATISTICS, FAMILY CHARACTERISTICS, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, WORKING WOMEN, UNITED STATES
THIS REPORT INDICATES THAT ALTHOUGH DURING THE LAST 55 YEARS THE RANKS OF WOMEN WORKERS HAVE RISEN FROM ONLY ONE OUT OF FIVE TO TWO OUT OF FIVE OF ALL WORKERS, THE PROFILE OF THE AVERAGE WOMAN WORKER HAS GREATLY CHANGED FROM THAT OF A 28-YEAR-OLD SINGLE FACTORY WORKER OR CLERK OF 1920 TO THAT OF A 35-YEAR-OLD WOMAN OF TODAY WHO MAY BE FOUND IN ANY OF A GREAT NUMBER OF OCCUPATIONS. IT IS NOTED THAT WOMEN ACCOUNTED FOR NEARLY THREE-FIFTHS OF THE INCREASE IN THE CIVILIAN LABOR FORCE IN THE LAST DECADE. STATISTICAL PROFILES FOR WOMEN REPRESENT THE MAJORITY OF DOCUMENT AND ARE PRESENTED FOR TWO CHARACTERISTICS (1) PERSONAL CHARACTERISTICS--AGE, MARITAL STATUS, CHILDREN, EDUCATION, MINORITY RACES, AND HUSBAND INCOME AND (2) EMPLOYMENT CHARACTERISTICS--WHICH COVER WORKLIFE PATTERNS, FULL-TIME AND FULL-YEAR WORKERS, PART-TIME WORKERS, OCCUPATIONS, UNEMPLOYMENT, EARNINGS, WORKING WIVES CONTRIBUTIONS TO FAMILY INCOME, AND FAMILY HEADS. A BRIEF STATEMENT ON THE OUTLOOK OF WOMEN WORKERS IS INCLUDED. (WL)
ERIC: ED132364

5404 WOMEN WORKING TOWARD A NEW SOCIETY. 77
PIFER, ALAN
CARNEGIE CORP. OF NEW YORK, N.Y.
NOTES: 18P.; REPRINTED FROM THE 1976 ANNUAL REPORT
AFFIRMATIVE ACTION, CHILD CARE, DEMOGRAPHY, EMPLOYMENT TRENDS, FUTURES (OF SOCIETY), POLICY FORMATION, SEX DISCRIMINATION, SEX STEREOTYPES, SOCIAL CHANGE, SOCIAL PROBLEMS, SOCIOCULTURAL PATTERNS, WORKING WOMEN
BY THE END OF 1976, NEARLY HALF OF ALL WOMEN WERE WORKING OR LOOKING FOR WORK, MAKING UP APPROXIMATELY 41 PERCENT OF THE LABOR FORCE. NEW SOCIAL POLICIES ARE NECESSARY THAT NOT ONLY MAKE APPROPRIATE ACCOMMODATIONS BUT SPUR WIDE-RANGING REFORMS IN MANY AREAS OF LIFE. FUNDAMENTAL CHANGES IN SOCIETY WOULD HAVE THE AIM OF GREATER OCCUPATIONAL EQUALITY AND FREEDOM OF CHOICE FOR MEN AND WOMEN IN THE WORK PLACE. IT WOULD PERMIT FLEXIBILITIES IN THE AMOUNT OF TIME AN INDIVIDUAL MIGHT ALLOCATE TO EDUCATION, WORK, FAMILY LIFE, AND LEISURE AT ANY AGE DURING THE COURSE OF A LIFETIME. THESE GOALS, IF THEY WERE ACHIEVED, WOULD LEAD TO A FUNDAMENTAL REORDERING OF THE VALUES UNDERLYING AMERICAN LIFE--IN WHICH THE OBJECTIVES OF GREATER CHOICE FOR THE INDIVIDUAL AND IMPROVED QUALITY OF LIFE WOULD FOR THE FIRST TIME BE EQUATED WITH OUR TRADITIONAL CONCERN FOR PRODUCTIVITY. TO MEET THESE GOALS, BROAD CHANGES WILL BE NEEDED IN SIX MAJOR AREAS IN EMPLOYMENT, IN FAMILY LIFE AND CHILD CARE, IN WELFARE AND TAX POLICY, IN EDUCATION, IN SEX ROLES, AND IN THE PHASING OF STAGES OF THE LIFE CYCLE. (AUTHOR/MLF)
ERIC: ED136445 ESSAY DEPARTMENT, CARNEGIE CORPORATION, 437 MADISON AVENUE, NEW YORK, NEW YORK 10022 (FREE)

5405 WOMEN, INC. 71
FEELY, DIANE
WOMEN-A JOURNAL OF LIBERATION:2:3:21-22
EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), EQUAL PROTECTION, FEMALES, FEMINISM, WORKING WOMEN
WOMEN INC. AROSE OUT OF THE NEED TO ELIMINATE SEX BIAS ON THE JOB. THEIR STRUGGLES AND

(CONT.)
5405 VICTORIES ARE DISCUSSED IN THE ARTICLE. (AUTHOR)
ERIC: EJ044266

5406 WOMEN, MEN AND THE DOCTORATE. SEP 74
CENTRA, JOHN A;KUYKENDALL, NANCY M.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. COUNCIL OF GRADUATE SCHOOLS IN THE U.S., WASHINGTON, D.C.; GRADUATE RECORD EXAMINATIONS BOARD, PRINCETON, N.J.
NOTES: 218P.
CIVIL RIGHTS, DOCTORAL DEGREES, EMPLOYMENT PATTERNS, FEMALES, GRADUATE STUDY, HIGHER EDUCATION, JOB SATISFACTION, MALES, MARRIAGE, PUBLICATIONS, SEX DIFFERENCES, SEX DISCRIMINATION, STATISTICAL DATA
THIS STUDY DESCRIBES THE CURRENT STATUS AND PROFESSIONAL DEVELOPMENT OF A SAMPLE OF WOMEN DOCTORATES AND COMPARES THEM TO A SAMPLE OF MEN WHO HAVE ATTAINED THE SAME EDUCATIONAL STATUS. CHAPTERS COVER THE SAMPLE AND PROCEDURES USED; EMPLOYMENT PATTERNS; DOCTORATES IN ACADEME; PUBLICATIONS, INCOME, AND JOB SATISFACTION; MARRIAGE AND FAMILY LIFE; GRADUATE SCHOOL EXPERIENCES AND REACTIONS; ATTITUDES TOWARDS WOMENS RIGHTS; AND SUMMARY DISCUSSION AND IMPLICATIONS. STATISTICAL DATA ARE PRESENTED. (MJM)
ERIC: ED104179 EDUCATIONAL TESTING SERVICE, PRINCETON, NEW JERSEY 08540 ($3.50)

5407 WOMEN, MONEY POWER: HIGHLIGHTS OF NABW CONVENTION 1977
TRUSTS AND ESTATES, VOL.116, NO.1, JAN 1977, P. 41.
ADMINISTRATION, BANKS AND BANKING, BOARD OF DIRECTORS, DISCRIMINATION, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INCOME, MANAGEMENT TRAINING, SALARY, WOMEN IN BUSINESS
CONN. GOVERNOR, ELLA GRASSO, SPOKE AT A NATIONAL ASSOCIATION OF BANK WOMEN REGARDING THE NEED FOR WOMEN TO FIGHT DISCRIMINATION, CONDUCT TRAINING FOR BANK MEMBERS TO ACHIEVE HIGHER STATUS, AND ACCEPT POWER POSITIONS OF INFLUENCE IN THEIR COMMUNITIES.
MGMT: TRE77A0041

5408 WOMEN, WORK, AND THE LAW--A LEGISLATIVE REVIEW FEB 74
HAWKINS, BEVERLY J.
RAND CORP SANTA MONICA CALIF
NOTES: 35P
EMPLOYMENT, LEGISLATION, FEMALES, REVIEWS, SEX DISCRIMINATION, NTISDODSD
THE REVIEW IS INTENDED TO BE AN INTRODUCTION TO THE LEGISLATION AFFECTING THE STATUS OF WOMEN. A PRIMARY FOCUS OF THE LEGISLATIVE REVIEW IS THE DETAILING OF WHAT IS ILLEGAL AND LEGAL TREATMENT OF EMPLOYED WOMEN. ALTHOUGH THIS REVIEW IS NOT EXHAUSTIVE OF ALL THE LEGISLATION RELATED TO EITHER THE STATUS OF WOMEN OR SEX DISCRIMINATION, DESCRIBES THE SIGNIFICANT LEGISLATION IN THE FIELD.
NTIS: AD-786 602/3ST NTIS PRICES PC$3.75/MF$2.25

5409 WOMENS BUREAU 71. 72
DEPARTMENT OF LABOUR, OTTAWA (ONTARIO). WOMENS BUREAU.
NOTES: 36P.
EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, FEMALES, LABOR FORCE, SEX DISCRIMINATION, UNDEREMPLOYED, WORKING WOMEN, CANADA
THIS PUBLICATION CONTAINS FOUR PAPERS PRESENTED BY THE DIRECTOR OF THE WOMENS BUREAU (CANADA), WHICH COVER TOPICS OF CONCERN AND INTEREST TO THE BUREAU. PAPERS ARE (1) THE UNDEREMPLOYED, UNDERPAID THIRD OF THE LABOUR FORCE, WHICH PRESENTS STATISTICAL DATA REFLECTING A PICTURE OF WORKING WOMEN IN CANADA, SHOWING THE OCCUPATIONAL SEGREGATION AND WAGE DISCRIMINATION THAT PERSISTS, (2) THE IMPORTANCE OF PERSEVERANCE, WHICH IS DESIGNED TO APPEAL TO WOMEN TO PERSEVERE IN THEIR EFFORTS TO RECTIFY EXISTING INJUSTICES IN CANADIAN SOCIETY RELATING TO WORKING WOMEN, (3) A YEAR AFTER THE REPORT WHERE ARE WE NOW WHICH SETS OUT SIGNIFICANT LEGISLATION ENACTMENTS BY FEDERAL AND PROVINCIAL GOVERNMENTS DESIGNED TO ELIMINATE SEX DISCRIMINATION IN EMPLOYMENT, AND (4) CANADAS INTERNATIONAL POSTURE ON THE STATUS OF WOMEN, WHICH DISCUSSES TWO INTERNATIONAL BODIES WITH WHICH THE WOMENS BUREAU IS CLOSELY ASSOCIATED, THE INTERNATIONAL LABOUR ORGANIZATION AND THE UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN. (SB)
ERIC: ED068654 CANADA DEPARTMENT OF LABOUR, OTTAWA, ONTARIO, CANADA K1A 0J2

5410 WOMENS CAREER PLANS AND MATERNAL EMPLOYMENT SUM 77
ALTMAN, SYDNEY L.;GROSSMAN, FRANCES K.
PSYCHOLOGY OF WOMEN QUARTERLY:1:4:365-375
SEX ROLE, CAREER PLANNING, MOTHER ATTITUDES, JOB SATISFACTION, WORKING WOMEN, ROLE PERCEPTION, RESEARCH PROJECTS, FEMALES, COLLEGE STUDENTS, SEX STEREOTYPES, ROLE CONFLICT
MATERNAL EMPLOYMENT, PERCEIVED MATERNAL SATISFACTION AND GOODNESS OF MOTHERING, AND SEX ROLE CONCEPTIONS WERE STUDIED AS THEY RELATE TO FUTURE LIFE PLANS OF COLLEGE SENIOR WOMEN (N=51). DAUGHTERS OF WORKING MOTHERS SCORED HIGHER ON CAREER ORIENTATION THAN DID DAUGHTERS OF NONWORKING MOTHERS. (AUTHOR)
ERIC: EJ160199

5411 WOMENS LABOR FORCE ACTIVITY IN METROPOLITAN AND NONMETROPOLITAN AREAS, 1960-1970. SEP 77
BROWN, DAVID L.;OLEARY, JEANNE M.
NOTES: 41P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE RURAL SOCIOLOGICAL SOCIETY (MADISON, WISCONSIN, SEPTEMBER 1977). SOME TABLES AND FIGURES MAY NOT REPRODUCE WELL DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
AGE DIFFERENCES, CENSUS FIGURES, COMPARATIVE ANALYSIS, EMPLOYMENT TRENDS, FEMALES,

(CONT.)
5411 INDUSTRIALIZATION, INDUSTRY, LABOR FORCE, METROPOLITAN AREAS, OCCUPATIONS,
PARTICIPATION, PROXIMITY. RURAL AREAS. RURAL URBAN DIFFERENCES, SKILLED OCCUPATIONS,
SOCIAL CHANGE, SOCIAL STATUS, URBAN AREAS, NONMETROPOLITAN AREAS
USING 1960 AND 1970 CENSUS DATA, THE FOLLOWING HYPOTHESES WERE TESTED THE LEVEL OF WOMENS LABOR FORCE PARTICIPATION WILL BE HIGHER IN URBANIZED METROPOLITAN VS SPARSELY POPULATED NONMETROPOLITAN COUNTIES WITH A HIGHER PARTICIPATION RATE APPEARING IN THE NONMETRO COUNTIES WITHIN COMMUTING RANGE OF METRO COUNTIES, THOUGH THESE DIFFERENCES WILL HAVE DIMINISHED BY 1970: WOMENS EMPLOYMENT GROWTH WILL BE HIGHER IN URBANIZED METRO COUNTIES BUT HIGHER STILL IN NONMETRO COUNTIES WITHIN COMMUTING RANGE OF METRO AREAS: THE INDUSTRIAL AND OCCUPATIONAL COMPOSITION OF WOMENS EMPLOYMENT WILL INCLUDE A LARGER PROPORTION OF HIGHER STATUS JOBS IN METRO AND URBANIZED COUNTIES AND IN COUNTIES WITHIN COMMUTING RANGE OF METRO AREAS, THOUGH THESE DIFFERENCES WILL HAVE DIMINISHED BY 1970. THE VARIABLES EXAMINED WERE PATTERNS OF PARTICIPATION BY AGE: EMPLOYMENT BY OCCUPATION AND INDUSTRY: EMPLOYMENT GROWTH BY OCCUPATION: EMPLOYMENT CHANGE BY INDUSTRY: AND GEOGRAPHIC PATTERNS IN WOMENS LABOR FORCE PARTICIPATION. RESULTS INDICATED THE RATE OF LABOR FORCE PARTICIPATION AMONG WOMEN VARIED DIRECTLY WITH THE LEVEL OF URBANIZATION BUT DIMINISHED PROGRESSIVELY: WOMENS EMPLOYMENT GREW AT A HIGHER RATE IN METRO AREAS BUT WOMENS SHARE OF TOTAL JOB GROWTH WAS GREATER IN NONMETRO COUNTIES THE INDUSTRIAL COMPOSITION OF WOMENS EMPLOYMENT BECAME MORE DISSIMILAR DURING THE DECADE: PROXIMITY TO URBAN AREAS OR A COMMUTING EFFECT WAS NOT OPERATIVE: NONMETRO WOMEN WERE CONCENTRATED IN LOW WAGE, LOW SKILL, AND LOW STATUS PURSUITS. (JC)
ERIC: ED144731

5412 WOMENS LIB IS DEAD W 73
PAINTER, EDITH G.
JOURNAL OF THE NATIONAL ASSOCIATION OF WOMEN DEANS AND COUNSELORS:36:2:64-69
FEMALES, FEMINISM, JOB MARKET, ROLE PERCEPTION, SOCIAL ATTITUDES, SUCCESS FACTORS
SEVERAL REASONS THAT THE WOMENS LIBERATION MOVEMENT IS DYING ARE (1) MOST WOMEN STILL PREFER THE STATUS QUO (2) MOST WOMEN STILL PUT HOME AND FAMILY FIRST: (3) BLACK WOMEN HAVE NOT GENERALLY SUPPORTED IT: (4) DECLINING JOB MARKET HAS HAD A NEGATIVE EFFECT: AND (5) EXTREMISM HAS TURNED OFF THE MEN WHO MUST BE WON OVER FOR SUCCESS OF THE MOVEMENT. (CJ)
ERIC: EJ070513

5413 THE WOMENS MOVEMENT IN ASPA 1976
BISHOP, J.F.
PUBLIC ADMINISTRATION REVIEW, VOL.36, NO.4, JULY/AUG 1976, P. 349-354.
AFFIRMATIVE ACTION, CIVIL SERVICE, DISCRIMINATION, EEO, PUBLIC ADMINISTRATION, WOMEN
HISTORY OF WOMENS MOVEMENT FOR EQUAL RIGHTS WITH EMPHASIS ON THE TASK FORCES OF THE AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION. REVEALS THE STEPS TAKEN FOR THE INTRODUCTION OF EEO INTO THE MAINSTREAM OF ASPA.
MGMT: PAR7600349

5414 WOMENS PARTICIPATION IN LABOR ORGANIZATIONS 1974
BERQUIST, V.A.
(U.S.) MONTHLY LABOR REVIEW, VOL.97, NO.10, OCT 1974, P.3.
INDUSTRIAL RELATIONS, LABOR UNIONS, LEADERSHIP, MANAGEMENT, WOMEN IN BUSINESS
THE AUTHOR CITES STATISTICS WHICH SHOW THAT WHILE FEMALE MEMBERSHIP IN LABOR UNIONS IS INCREASING, WOMEN IN LEADERSHIP POSITIONS LAG BEHIND.
MGMT: JML74J0003

5415 THE WOMENS TALENT CORPS. 65
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 30P.
OCCUPATIONAL HOME ECONOMICS, WORKING WOMEN, NONPROFESSIONAL PERSONNEL, VOLUNTARY AGENCIES, PROGRAM ADMINISTRATION, JOB TRAINING, DISADVANTAGED GROUPS, INSTRUCTOR COORDINATORS, ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, LOW INCOME GROUPS, STAFF ROLE, WOMENS TALENT CORPS, WTC, NEW YORK CITY
THE WOMENS TALENT CORPS, AN INCORPORATED AND NON-PROFIT ORGANIZATION, PLANS TO UTILIZE THE EMPLOYABLE TALENTS AND EXPERIENCE OF PROFESSIONAL AND NON-PROFESSIONAL WOMEN IN NEW YORK CITYS ANTI-POVERTY CAMPAIGN, IN ADDITION TO TRAINING PERSONNEL. THE ORGANIZATION WILL BE RESPONSIBLE FOR LOCATING AND DEFINING JOBS FOR TRAINED AIDES IN COMMUNITY SERVICE, FACILITATING JOB PLACEMENT FOR NON-PROFESSIONAL WOMEN, AND FOR MAINTAINING TIES WITH COMMUNITY SERVICE AGENCIES THROUGHOUT THE CITY. IT WILL BE RESPONSIBLE FOR (1) INITIATING THE RECRUITMENT AND SCREENING OF THE TRAINEES AND COORDINATORS, (2) THE DEVELOPMENT OF THE CURRICULA FOR ORIENTATION OF PRE-WORK TRAINING PROGRAMS FOR PROFESSIONAL AND NON-PROFESSIONAL WOMEN, (3) ORGANIZING FIELD EXPERIENCES DURING THE ORIENTATION AND ON-THE-JOB TRAINING PERIOD, (4) PROVIDING FACULTY AND CONSULTANTS, (5) ASSIGNING QUALIFIED STAFF TO PROGRAM PLANNING, ADMINISTRATION, AND EVALUATION, (6) HOUSING THE TRAINING OPERATIONS IN CLASSROOMS AND THE STAFF FUNCTIONS IN RECEPTION AND OFFICE SPACE, AND (7) BOOKKEEPING, RECORDING, FILING, AND SIMILAR SUPPORTING SERVICES. THE DETAILS OF THE VARIOUS PHASES OF THE PROGRAM AND ADMINISTRATIVE RESPONSIBILITIES ARE OUTLINED. PROGRESS REPORTS ARE AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE). (FP)
AIM/ARM: VT004380

5416 WOMENS TALENT CORPS. PROGRESS REPORT NO. 3.   NOV 66
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 21P.
OCCUPATIONAL HOME ECONOMICS, ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, PERSONNEL SELECTION, LOW INCOME GROUPS, WORKING WOMEN, NONPROFESSIONAL PERSONNEL, PROGRAM ADMINISTRATION, JOB TRAINING, DISADVANTAGED GROUPS, INSTRUCTOR COORDINATORS, WOMENS TALENT CORPS, WTC, NEW YORK CITY
THIS REPORT IS ONE OF A SERIES OF SEVEN, AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE), WHICH DESCRIBE THE ORGANIZATION AND REPORT THE PROGRESS OF THE WOMENS TALENT CORPS (WTC). THE PURPOSE OF THE TRAINING PROGRAM CONDUCTED BY THE WOMENS TALENT CORPS IS TO PREPARE A GROUP OF WOMEN FROM LOW-INCOME AREAS OF NEW YORK CITY TO SERVE AS PAID COMMUNITY ASSISTANTS IN SCHOOLS, HOSPITALS, AND COMMUNITY AGENCIES, A ROLE THAT SUCH WOMEN ARE UNIQUELY WELL SUITED TO FILL BECAUSE OF THEIR FIRST-HAND KNOWLEDGE OF COMMUNITY LIFE. JOB PLACEMENT SITES, OCCUPATIONAL TITLES, AND NUMBER OF TRAINEES ARE GIVEN. EFFORTS TO ESTABLISH JOB LINES ARE DISCUSSED. FOR THE FIRST TRAINING CYCLE, 11 GROUP INTERVIEWS WERE CONDUCTED, RANGING IN SIZE FROM 5 TO 15, INVOLVING 117 WOMEN. FINAL SELECTIONS WERE MADE ON THE BASIS OF A CONSENSUS AMONG AT LEAST 2 STAFF PERSONS, BASED ON THE FOLLOWING (1) OBSERVATION OF APPLICANTS PARTICIPATION IN GROUP DISCUSSION, (2) INTERVIEW AND OBSERVERS WRITTEN IMPRESSIONS, (3) TEST RESULTS, (4) GEOGRAPHIC DISTRIBUTION, AND (5) FIELD PLACEMENT AGENCY NEEDS. QUALIFICATIONS OF COORDINATOR-TRAINERS, THE ORIENTATION AND TRAINING PROGRAMS, AND ADMINISTRATION PROCEDURES, FUNCTIONS, AND DETAILS ARE DISCUSSED. (FP)
AIM/ARM: VT004982

5417 WOMENS TALENT CORPS. PROGRESS REPORT NO. 4.   DEC 66
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 26P.
OCCUPATIONAL HOME ECONOMICS, WORKING WOMEN, PROGRAM ADMINISTRATION, NONPROFESSIONAL PERSONNEL, JOB TRAINING, DISADVANTAGED GROUPS, INSTRUCTOR COORDINATORS, ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, JOB PLACEMENT, LOW INCOME GROUPS, PROGRAM DESCRIPTIONS, WOMENS TALENT CORPS, WTC, NEW YORK CITY
THIS REPORT IS ONE OF A SERIES OF SEVEN, AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE), WHICH DESCRIBES THE ORGANIZATION AND REPORTS THE PROGRESS OF THE WOMENS TALENT CORPS (WTC). FORTY WTC TRAINEES AND COORDINATOR-TRAINERS COMPLETED THEIR JOINT BASIC EDUCATION FOR NEW CAREERS AS TEACHERS ASSISTANTS, GUIDANCE ASSISTANTS, SOCIAL WORK ASSISTANTS, AND MENTAL HEALTH WORKERS, AND WERE SENT FOR ON-THE-JOB TRAINING IN SCHOOLS, HOSPITALS, AND SOCIAL WORK AGENCIES. CLASSROOM INSTRUCTION EMPHASIZED ORIENTATION TO THE WORLD OF WORK AND HUMAN RELATIONS. DESCRIPTION OF THE ORIENTATION AND TRAINING PROGRAM INCLUDE COORDINATOR TRAINING, ASSESSMENT OF TRAINEES, EDUCATIONAL DEFICIENCIES, CURRICULUM PLANNING, CONTENT, INTERACTION, GROUP PARTICIPATION, MOTIVATION, AND ELEVATION OF VALUES AND GOALS. CRITERIA AND DETAILS OF FIELD TRAINING PLACEMENTS ARE DISCUSSED. A REPORT OF A MEETING WITH THE REPRESENTATIVES FROM THE COOPERATING AGENCIES AND THE WTC IS INCLUDED, AND ADMINISTRATIVE DEVELOPMENTS AND RESEARCH ACTIVITIES OF THE ORGANIZATION ARE REPORTED. (FP)
AIM/ARM: VT004983

5418 WOMENS TALENT CORPS. PROGRESS REPORT NO. 5.   FEB 67
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 31P.
OCCUPATIONAL HOME ECONOMICS, WORKING WOMEN, NONPROFESSIONAL PERSONNEL, PROGRAM ADMINISTRATION, JOB TRAINING, DISADVANTAGED GROUPS, INSTRUCTOR COORDINATORS, ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, PERSONNEL SELECTION, JOB PLACEMENT, LOW INCOME GROUPS, WOMENS TALENT CORPS, WTC, NEW YORK CITY
THE WOMENS TALENT CORPS, A PRIVATE NON-PROFIT CORPORATION FUNDED BY THE OFFICE OF ECONOMIC OPPORTUNITY, IS DESIGNED TO TRAIN WOMEN OF LOW-INCOME FOR NEW PROFESSIONAL CAREERS IN COMMUNITY SERVICE VIA AN INTENSIVE 30 WEEK ACADEMIC AND FIELD TRAINING COURSE. THESE CAREER LEVELS, AS ASSISTANTS TO THE PROFESSIONALS, E.G., TEACHER ASSISTANTS, GUIDANCE ASSISTANTS, SOCIAL WORK ASSISTANTS, OCCUPATIONAL THERAPY ASSISTANTS, AND RECREATIONAL THERAPY ASSISTANTS, DO NOT PRESENTLY EXIST WITHIN THE STRUCTURE OF AGENCIES AND INSTITUTIONS IN NEW YORK CITY. THEREFORE, THE WOMENS TALENT CORPS MUST WORK TO ESTABLISH THESE PERMANENT POSITIONS FOR THE NEW CAREERISTS. REPORTED DETAILS OF PROGRAM PLANNING AND DEVELOPMENT EMPHASIZE EFFORTS TO OBTAIN SUPPORT FROM THE NEW YORK CITY BOARD OF EDUCATION FOR PAYMENT OF PART OF THE TRAINEES TRAINING ALLOWANCE AND ESTABLISHMENT OF PERMANENT JOB LINES WITHIN THE SCHOOL SYSTEMS FOR WOMENS TALENT CORPS TEACHER AND GUIDANCE ASSISTANTS. DESCRIPTIONS OF THE EXPERIENCES AND REACTIONS OF THE FIRST GROUP OF WOMENS TALENT CORPS TRAINEES INCLUDE POSITIONS FILLED, COMPETENCE, REACTION OF COORDINATOR-TRAINERS, AGENCY PREPARATION, PROBLEM AREAS, PROFESSIONAL RESISTANCE, AND INTERACTION BETWEEN FIELD AND INSTITUTE. THE FOLLOWING ASPECTS OF THE SECOND GROUP OF WOMENS TALENT CORPS TRAINEE SELECTION AND ORIENTATION PROGRAM ARE DESCRIBED (1) SCREENING AND SELECTING TRAINEES, (2) SELECTING COORDINATOR-TRAINERS, (3) REVISING THE ACADEMIC PROGRAM, AND (4) ARRANGING FIELD PLACEMENTS. FISCAL AND ADMINISTRATIVE DEVELOPMENTS ARE ALSO REPORTED. THIS PART IS ONE OF A SERIES OF SEVEN, AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE). (FP)
AIM/ARM: VT004984

5419 WOMENS TALENT CORPS. PROGRESS REPORT NO. 5. APR 67
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 22P.
OCCUPATIONAL HOME ECONOMICS, WORKING WOMEN, NONPROFESSIONAL PERSONNEL, SERVICE OCCUPATIONS, PROGRAM ADMINISTRATION, ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, LOW INCOME GROUPS, JOB TRAINING, DISADVANTAGED GROUPS, WOMENS TALENT CORPS, WTC, NEW YORK CITY
MAJOR ACCOMPLISHMENTS AND THE STRATEGY USED TO BRING ABOUT INSTITUTIONAL CHANGE THROUGH AN EDUCATIONAL INNOVATION ARE EMPHASIZED. THE WOMENS TALENT CORPS WERE FOUNDED ON TWO MAJOR PREMISES THAT MATURE WOMEN LIVING IN POVERTY AREAS OF NEW YORK CITY COULD BE TRAINED TO PROVIDE IMPORTANT NEW SERVICES TO THE COMMUNITY, REGARDLESS OF THEIR PREVIOUS EDUCATIONAL ACCOMPLISHMENTS, AND THAT COMMUNITY AGENCIES COULD BE PERSUADED TO INCORPORATE THE NEW COMMUNITY SERVICE FUNCTION INTO THEIR EXISTING JOB STRUCTURES, CREATING NEW POSITIONS. SOCIALLY RELEVANT EDUCATION WAS DEVISED UTILIZING NEW AND DIFFERENT TRAINING CONCEPTS. THE SUPPORT AND INVOLVEMENT OF NEIGHBORHOOD PEOPLE, POLITICAL AND ADMINISTRATIVE LEADERS, CIVIC, RELIGIOUS, AND ACADEMIC GROUPS WAS SOUGHT. THE PIONEERING CONTRIBUTIONS OF THE WOMENS TALENT CORPS INCLUDE (1) ESTABLISHING TRAINING INSTITUTES FOR COMMUNITY SERVICE, (2) EDUCATING FOR NON-EXISTENT POSITIONS, (3) CREATING CAREERS FOR THE POVERTY LEVEL, AND (4) PERSUADING PROFESSIONAL UNIONS TO RECOGNIZE AND SUPPORT PRE-PROFESSIONAL CAREER LINES. PROJECTED ADMINISTRATIVE AND CURRICULAR IDEAS ARE DISCUSSED. THIS REPORT IS ONE OF A SERIES OF PROGRESS REPORTS AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE). (FP)
AIM/ARM: VT004985

5420 THE WOMENS TALENT CORPS, PROPOSAL.
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 32P.
CAREER OPPORTUNITIES, COMMUNITY SERVICES, CURRICULUM DEVELOPMENT, FEMALES, FIELD EXPERIENCE PROGRAMS, GUIDANCE COUNSELING, HEALTH OCCUPATIONS EDUCATION, INDIGENOUS PERSONNEL, INSTRUCTOR COORDINATORS, JOB TRAINING, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, PARTICIPANT INVOLVEMENT, POVERTY PROGRAMS, PROGRAM PLANNING, PROGRAM PROPOSALS, SELECTION, SUBPROFESSIONALS, TEACHER AIDES, URBAN AREAS, WOMENS EDUCATION, NEW YORK CITY, WOMENS TALENT CORPS
WOMENS TALENT CORPS, FUNDED BY THE OFFICE OF ECONOMIC OPPORTUNITY, WILL MEET TWO SOCIAL PROBLEMS IN NEW YORK CITY--JOB SHORTAGES IN COMMUNITY SERVICES AND UNEMPLOYMENT AND LACK OF TRAINING AMONG THE POOR. WOMEN WILL BE RECRUITED FROM LOW-INCOME NEIGHBORHOODS AND TRAINED AS PRE-PROFESSIONAL ASSISTANTS IN SCHOOLS, HOSPITALS, AND SOCIAL AGENCIES THROUGH A PROGRAM OF FORMAL CLASSES AND FIELD EXPERIENCE. THESE WOMEN WILL BECOME CONTACTS BETWEEN PROFESSIONAL COMMUNITY WORKERS AND THE LOW-INCOME PEOPLE THEY ASSIST. PROFESSIONAL WOMEN WITH WORKING SKILLS AND EXPERIENCE IN EDUCATION, HEALTH, OR WELFARE FIELDS WILL BE TRAINED AS COORDINATORS TO COUNSEL THE TRAINEES, DIRECT FIELD WORK, AND SERVE AS LIAISON BETWEEN TRAINEES AND THE AGENCIES EMPLOYING THEM. THE TRAINEE AND COORDINATOR WILL HELP EACH OTHER UNDERSTAND THE CONDITIONS OF POVERTY AND THE RESPONSIBILITIES IMPOSED BY EDUCATION AND EMPLOYMENT. THE PROGRAM DESIGN INCLUDES FIVE PHASES--(1) COMMUNITY DEVELOPMENT AND PROGRAM PLANNING (THREE MONTHS SPENT ORGANIZING AND STAFFING THE INSTITUTE), (2) ORIENTATION (SIX WEEKS OF CLASSES FOR 120 TRAINEES AND 30 COORDINATORS IN THREE GROUPS), (3) WORK-TRAINING (FOUR TO SEVEN MONTHS OF PRACTICAL TRAINING), (4) PHASING-OUT (DIMINISHING CONTACT BETWEEN TRAINEE AND COORDINATOR), AND (5) RESEARCH AND EVALUATION. (AJ)
ERIC: ED012873

5421 WOMENS WORK UP FROM .878 REPORT ON THE DOT RESEARCH PROJECT. JAN 75
WITT, MARY;NAHERNY, PATRICIA K.
WISCONSIN UNIV., MADISON, UNIV. EXTENSION. WOMENS EDUCATION RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 144P.
DICTIONARIES, EMPLOYMENT, EQUAL OPPORTUNITIES (JOBS), EVALUATION, FEMALES, JOB ANALYSIS, OCCUPATIONAL INFORMATION, REFERENCE BOOKS, RESEARCH, SEX DISCRIMINATION, SEX ROLE, SEX STEREOTYPES, SKILL ANALYSIS, STATUS, WORKING WOMEN, DICTIONARY OF OCCUPATIONAL TITLES
THE DOCUMENT PRESENTS RESULTS OF A RESEARCH PROJECT THAT REVIEWED, ANALYZED, AND ASSESSED THE UNITED STATES DEPARTMENT OF LABORS DICTIONARY OF OCCUPATIONAL TITLES (DOT) IN TERMS OF ITS ANALYSIS OF TRADITIONAL FEMALE OCCUPATIONS. THE CURRENT EDITION OF THE DOT ASSESSES THE TASKS OF 21,741 SALARIED OCCUPATIONS, AND ASSIGNS TO EACH A SKILL-COMPLEXITY CODE WHICH MANY GOVERNMENT AGENCIES RELY ON WHEN EXPENDING JOB TRAINING FUNDS AND FORMING MANPOWER PROGRAMS. IT WAS DISCOVERED THAT A SIGNIFICANT NUMBER OF NONDEGREED JOBS TRADITIONALLY PERFORMED BY WOMEN WERE DEPICTED IN THE DOT AS OCCUPYING THE BOTTOM RUNG IN A HIERARCHICAL WORLD OF WORK ARRANGED TO REFLECT SUPPOSED JOB COMPLEXITY AND WERE NOT APPRENTICABLE BECAUSE OF THEIR RATINGS. JOB ANALYSIS STUDIES WERE CARRIED OUT REGARDING THE TRADITIONALLY FEMALE OCCUPATIONS OF HOSPITAL FOOD SERVICE, CHILD CARE, HOME HEALTH AIDE WORK, SCHOOL FOOD SERVICE, FOSTER CARE, AND PARAPROFESSIONAL SOCIAL WORK, WITH SOME 50 REPORTS AND 270 JOB ANALYSIS SCHEDULES RESULTING. EXAMPLES OF DOT JOB DEFINITIONS AND TASK DESCRIPTIONS ARE APPENDED. IT IS VIVIDLY DEMONSTRATED THAT THE DOT SYSTEMATICALLY, THOUGH NOT PURPOSELY, DISCRIMINATES AGAINST VIRTUALLY ALL NONDEGREED, PEOPLE-ORIENTED WOMENS JOBS AT GREAT EXPENSE TO THE PUBLIC IN GENERAL AND TO WOMEN IN PARTICULAR. (AUTHOR/LH)
ERIC: ED121947 WOMENS EDUCATION RESOURCES, UNIVERSITY OF WISCONSIN--EXTENSION, 610 LANGDON STREET, MADISON, WISCONSIN 53706 (NO PRICE GIVEN)

5422 THE WOODBRIDGE TUTORIAL PROGRAM FEB 76
BECKERMAN, EDWIN P.
SCHOOL LIBRARY JOURNAL:22:6:22-5
LIBRARY EXTENSION, TUTORIAL PROGRAMS, LIBRARY PROGRAMS, PUBLIC LIBRARIES, FEDERAL AID, WOODBRIDGE PUBLIC LIBRARY, NEW JERSEY (WOODBRIDGE), COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
COMPREHENSIVE EMPLOYMENT AND TRAINING ACT PERSONNEL WERE USED TO PROVIDE TUTORIAL SERVICES IN THE PUBLIC LIBRARY. (PF)
ERIC: EJ131329

5423 WOODWORKING MACHINE OPERATOR, GENERAL (WOODWORKING) 6-33.910--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WOODWORKING, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES. GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062403

5424 WORD PROCESSING: HOW TO CUT SECRETARIAL ADMINISTRATIVE COSTS 1976
LAW, D.E.: PEREIRA, C.L.
MANAGEMENT REVIEW, VOL.65, NO.3, MAR 1976, P. 28-35.
COMMUNICATION SYSTEMS, COMPUTER SERVICES, COST EFFECTIVENESS, COST STANDARDS, DATA BASES, DATA STORAGE, ECONOMICS, GNP, LABOR FORCE, MANAGEMENT, MORALE, OFFICE EQUIPMENT, PERSONNEL MANAGEMENT, PRODUCTIVITY, QUALITY CONTROL, SECRETARY, SERVICE DEPARTMENT, SHORTAGES
WORD PROCESSING SYSTEMS CAN PRODUCE 30 WORDS PER MINUTE, A TYPIST PROBABLY NO MORE THAN 10. WITH WORD PROCESSING COSTS SOARING, A CASE SAMPLE WITH INSTALLATION OF TEXT-STORING AUTOMATIC TYPEWRITER SHOWED PRODUCTION PER TYPIST HOUR INCREASED 25%, MANPOWER WAS CUT AND OVERTIME REDUCED.
MGMT: MRE7600328

5425 WORK ACTIVITY AND THE DEVELOPMENTALLY DISABLED. ESTIMATED NEEDS, PRESENT SERVICES IN NEW JERSEY. AUG 75
DITTRICH, ANDREW
RUTGERS, THE STATE UNIV., NEW BRUNSWICK, N.J. BUREAU OF ECONOMIC RESEARCH.
NOTES: 135P.
ADULTS, CENSUS FIGURES, CEREBRAL PALSY, EPILEPSY, HANDICAPPED, MENTAL RETARDATION, NEEDS ASSESSMENT, STATE SURVEYS, TABLES (DATA), VOCATIONAL REHABILITATION, WORK EXPERIENCE PROGRAMS, DEVELOPMENTALLY HANDICAPPED, NEW JERSEY
ESTIMATES OF THE NUMBERS OF DEVELOPMENTALLY DISABLED PERSONS 21 YEARS OR OLDER IN NEW JERSEY WERE DERIVED TO ESTABLISH A POTENTIAL TARGET POPULATION FOR WORK ACTIVITY PROGRAMS. CHAPTER 2 PRESENTS ESTIMATES BY COUNTY OF THE ELIGIBLE STATE POPULATION OF MENTALLY RETARDED, CEREBRAL PALSIED, AND EPILEPTIC PERSONS. (FIGURES REPRESENT 1970 CENSUS REPORTS, COMBINED WITH PREVALENCE RATES FOR THE RESPECTIVE GROUPS FROM RELEVANT SCIENTIFIC LITERATURE.) CHAPTER 3 INTRODUCES FURTHER CALCULATIONS FOR EACH GROUP, BASED ON A STATISTICAL SURVEY OF AN INSTITUTIONALIZED DEVELOPMENTALLY DISABLED POPULATION. ESTIMATES ARE PRESENTED IN CHAPTER 4 FOR THE ELIGIBLE CLIENTELE FOR WORK ACTIVITY IN THE 21 COUNTIES, WHILE CHAPTER 5 CONSISTS OF A STATEWIDE INVENTORY OF EXISTING SERVICES BY COUNTIES WHICH WAS ASSEMBLED FROM AGENCY LISTS AND TELEPHONE INTERVIEWS. ADEQUACY OF COVERAGE AND PRIORITY OF NEED CAN BE DETERMINED BY COMPARISON OF THE PROJECTED AREA POPULATIONS WITH THE INVENTORY OF EXISTING SERVICES. SELECTION CRITERIA ARE ADVANCED IN CHAPTER 6 CONCERNING THE LOCATION OF WORK ACTIVITY PROGRAMS AND CENTERS, THE APPROXIMATE COSTS, AND SUGGESTED GUIDELINES FOR CREATING AND EXPANDING SERVICES. ESTIMATED ELIGIBLE POPULATION FOR ADULT WORK ACTIVITY PROGRAMS IN NEW JERSEY WAS 14,153 1,761 ADULTS WERE RECEIVING WORK ACTIVITY SERVICES IN 1974. (AUTHOR/EA)
ERIC: ED113875 RUTGERS DISABILITY AND HEALTH ECONOMICS RESEARCH, RUTGERS UNIVERSITY, 165 COLLEGE AVENUE, NEW BRUNSWICK, NEW JERSEY 08903 ($5.00)

5426 WORK ADJUSTMENT AS A FUNCTION OF OCCUPATIONAL THERAPY. STUDY COURSE V. 64
JONES, MONA :KANDEL, DITHA
AMERICAN OCCUPATIONAL THERAPY ASSOCIATION, NEW YORK, N.Y.
ADJUSTMENT PROBLEMS, ADOLESCENTS, ADULTS, EVALUATION METHODS, EXCEPTIONAL CHILD EDUCATION, HANDICAPPED, JOB TRAINING, OCCUPATIONAL THERAPISTS, OCCUPATIONAL THERAPY, PHYSICALLY HANDICAPPED, PROGRAM EVALUATION, RECORDS (FORMS), REHABILITATION PROGRAMS, SHELTERED WORKSHOPS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL

(CONT.)
5426 REHABILITATION, VOCATIONAL TRAINING CENTERS, WORK ATTITUDES, INSTITUTE FOR CRIPPLED AND
DISABLED, JEWISH VOCATIONAL SERVICE, WEST HAVERSTRAW REHABILITATION HOSPITAL
RESULTING FROM ONE OF SIX 1-WEEK STUDY COURSES FOLLOWING THE THIRD INTERNATIONAL
CONGRESS OF THE WORLD FEDERATION OF OCCUPATIONAL THERAPISTS IN 1962, THIS MANUAL
PRESENTS A BROAD REVIEW OF THE PHILOSOPHY, ROLE, AND TECHNIQUES OF OCCUPATIONAL THERAPY
IN THE FIELD OF PREVOCATIONAL EVALUATION, VOCATIONAL TRAINING, AND SHELTERED WORKSHOPS.
NINETEEN LECTURES BY THERAPISTS FROM SEVERAL COUNTRIES DESCRIBE OCCUPATIONAL THERAPY
PROGRAMS RELATED TO WORK ADJUSTMENT FOR THE PHYSICALLY HANDICAPPED AND FOR THE FORMER
PSYCHIATRIC PATIENT. FORMS USED IN PERFORMANCE TESTING, PHOTOGRAPHS OF SKILL TESTING AND
WORK SITUATIONS, AND A LISTING OF APPROPRIATE FILMS ARE INCLUDED. A FINAL LECTURE
SUMMARIZES CONTENT OF THE STUDY COURSE. SOME LECTURES CITE REFERENCES. THIS DOCUMENT IS
AVAILABLE FROM WM. C. BROWN BOOK COMPANY, 135 SOUTH LOCUST STREET, DUBUQUE, IOWA 52001,
FOR $2.25. (SB)
ERIC: ED015602

5427 A WORK ADJUSTMENT CENTER FOR OLDER DISABLED WORKERS. FINAL REPORT. 14 FEB 67
SNYDERMAN, GEORGE S.
JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, PHILADELPHIA, PA. REHABILITATION SERVICES
ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 77P.
VOCATIONAL REHABILITATION, DEMONSTRATION PROJECTS, OLDER ADULTS, HANDICAPPED,
ECONOMICALLY DISADVANTAGED, LITERATURE REVIEWS, REHABILITATION COUNSELING, WORK
ATTITUDES, ADULTS, EMPLOYMENT SERVICES, REHABILITATION CENTERS, PROGRAM DESCRIPTIONS,
PHILADELPHIA
A WORK ADJUSTMENT FACILITY FOR DISABLED OLDER PERSONS WITH A VARIETY OF PROBLEMS
HINDERING THEIR ABILITY TO ADJUST TO PREVIOUS WORK SITUATIONS WAS UTILIZED IN THIS
DEMONSTRATION PROJECT. SIX HUNDRED PERSONS 45 YEARS OF AGE AND OLDER WERE SERVED; 386
MALES AND 214 FEMALES. THE CLIENTS WERE CLASSIFIED ACCORDING TO PRIMARY DISABILITY, THAT
IS, EMOTIONAL, INTELLECTUAL AND PERSONALITY; SENSORY; SYSTEMIC; AND MULTIPLE PHYSICAL
HANDICAPS. THE COMMONALITY AMONG THE GROUPS WAS ECONOMIC DISADVANTAGEMENT AS EVIDENCED
BY LONG PERIODS OF UNEMPLOYMENT. DATA ON THE 600 PARTICIPANTS WERE EXAMINED BY
DISABILITY CATEGORIES, AGE GROUPINGS, EDUCATIONAL ATTAINMENT, WORK EXPERIENCE, LENGTH OF
UNEMPLOYMENT, AND HIGHEST OCCUPATIONAL LEVEL. FINDINGS INCLUDED (1) EMPLOYER ATTITUDES
CAN BE MODIFIED REGARDING AGE AND A DISABILITY THROUGH APPROPRIATE APPROACHES DURING
PLACEMENT NEGOTIATIONS, (2) TECHNIQUES FOR REHABILITATION OF OLDER DISABLED WORKERS
SHOULD BE APPLIED DIFFERENTLY ACCORDING TO VARIABLES SUCH AS PHYSICAL STRENGTH,
TOLERANCE FOR PRESSURES, AND MOTIVATION TO ACHIEVE, AND (3) THE PRESENCE OR ABSENCE OF
FAMILY TIES FREQUENTLY IS A CONTRIBUTING CAUSE FOR PAST VOCATIONAL FAILURES. (CH)
AIM/ARM: VT009697

5428 WORK AND FAMILY LIFE. PHASE 1. FINAL REPORT. 74
LEIN, LAURA;AND OTHERS
CENTER FOR THE STUDY OF PUBLIC POLICY, CAMBRIDGE, MASS. NATIONAL INST. OF EDUCATION
(DHEW), WASHINGTON, D.C.
NOTES: 219P.
CHILD CARE, CHILD REARING, FAMILY (SOCIOLOGICAL UNIT), FAMILY LIFE, FEMINISM, FIELD
INTERVIEWS, FORMATIVE EVALUATION, HOME MANAGEMENT, LIFE STYLE, MARRIAGE, PARENT ROLE,
PARENTS, RESEARCH, SEX ROLE, SOCIAL VALUES, WORKING PARENTS, WORKING WOMEN
THIS IS THE FIRST OF A SERIES OF WORKING PAPERS AND REPORTS ON ASPECTS OF MODERN
AMERICAN FAMILIES. IT INVESTIGATES THE ISSUES AND PROBLEMS FACING FAMILIES WITH
PRESCHOOL CHILDREN, WHEN BOTH OF THE PARENTS ARE EMPLOYED. THE COMPOSITE PORTRAIT OF
FAMILY STYLES WITHIN A SAMPLE OF 14 YOUNG FAMILIES BEGINS WITH A PROJECT HISTORY. THE
LITERATURE IS REVIEWED, THE INCEPTION OF THE PROJECT DESCRIBED, AND THE RESEARCH DESIGN
PRESENTED. TO DISCOVER HOW INDIVIDUALS VIEW THEIR FAMILIES AND RELATE TO THEM, FIVE
RESEARCH INSTRUMENTS, ALL APPENDED, WERE DEVELOPED INTERVIEWS; DAILY LOGS; DEMOGRAPHIC
FORMS; OBSERVATION INSTRUCTIONS; AND PARTICIPANT OBSERVATIONS. THE FOLLOWING CHAPTERS
EACH DEAL WITH AN ASPECT OF ONE OF THE SERIES OF TRANSFORMATIONS INITIATED IN THE
ORGANIZATION OF THE HOME BY THE WIFES WORKING. THESE INCLUDE ALLOCATION OF CHILD CARE
AND HOUSEHOLD RESPONSIBILITIES; NONPARENTAL CHILD CARE; PRESSURES, MOTIVATIONS, AND
SATISFACTIONS OF PARENTING IN DUAL-WORKING FAMILIES; AND THE COORDINATION OF HOME AND
WORK. IT WAS GENERALLY CONCLUDED THAT THE EFFECTS OF MAINTAINING PRIMARY CONTROL OVER
CHILD CARE ARE WIDESPREAD IN THE FAMILY SYSTEM, THAT THE CONSEQUENCES OF THE DECISION OF
THE WIFE TO WORK EXTEND TO THE RELATIONS BETWEEN THE SPOUSES, AND THAT AN IMAGE OF THE
IRRITABLE WIFE AND MOTHER WAS ONE RESPONSE OF THE WORKING MOTHER WHO ACCEPTS ALL
CULTURAL EXPECTATIONS WITHOUT AWARENESS OF THE PSYCHOLOGICAL STRAIN THIS INDUCES. ALSO
APPENDED ARE STAFF AUTOBIOGRAPHIES, AN INFORMED CONSENT DOCUMENT, AND CODING TOPICS.
(AUTHOR/KSM)
ERIC: ED099297

5429 WORK AND RETIREMENT A TEST OF ATTITUDINAL RELATIONSHIPS MAR 75
GOUDY, WILLIS J.;AND OTHERS
JOURNAL OF GERONTOLOGY;30;2;193-198
WORK ATTITUDES, RETIREMENT, OLDER ADULTS, JOB SATISFACTION, MALES, RESEARCH PROJECTS,
ATTITUDES, NEED GRATIFICATION, SELF CONCEPT
STUDIES REPORT CONTRADICTORY FINDING ON THE HYPOTHESIS OF AN INVERSE RELATIONSHIP
BETWEEN WORK SATISFACTION AND RETIREMENT ATTITUDE. SOME SUGGEST THIS INVERSE
RELATIONSHIP OCCURS ONLY WHERE WORK ACTS AS A KEY ORGANIZING FACTOR FOR THE WORKERS.
DATA TESTING THESE HYPOTHESES WERE ANALYZED FROM A STUDY OF EMPLOYED MALES AGE 50 AND

(CONT.)
5429 OLDER (NX1,922). (AUTHOR/EJT)
ERIC: EJ122298

5430 WORK AND THE WELFARE STATE 1977
LEVITON, S.A.
CHALLENGE, VOL.20, NO.3, JULY-AUGUST 1977, P. 29-33.
ABSENTEEISM, ECONOMICS, GOVERNMENT PROGRAMS, GOVERNMENT REGULATION, PUBLIC WELFARE, UNEMPLOYMENT, WAGES, WORK ETHIC
WE SHOULDNT CONCENTRATE TOO HEAVILY ON IMPROVING THE QUALITY OF JOBS UNTIL WE CREATE MORE JOBS. THE RISE IN ABSENTEEISM QUOTED BY ARTHUR BURNS IS NOT AS DRAMATIC AS HE WOULD HAVE US BELIEVE, AND THE WORK ETHIC IS FAR FROM DEAD IN THE UNITED STATES. THE BIGGEST PROBLEM WITH THE WELFARE SYSTEM IS THE LACK OF JOBS AT DECENT PAY WHICH ENCOURAGES MANY PEOPLE TO STAY ON WELFARE.
MGMT: CHA77G0029

5431 WORK AND TRAINING FOR RELIEF RECIPIENTS 73
LEVITAN, SAR A.;MARWICK, DAVID
JOURNAL OF HUMAN RESOURCES:9:5-18
COST EFFECTIVENESS, EMPLOYMENT, EXPENDITURES, MANPOWER DEVELOPMENT, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, WELFARE RECIPIENTS, WORK INCENTIVE PROGRAM, WIN
AFTER REVIEWING THE STRENGTHS AND SHORTCOMINGS OF CURRENT PROGRAMS, THE AUTHORS CONCLUDE THAT THE KEY TO A HUMANE AND REASONABLE SYSTEM LIES IN THE RECOGNITION AND EXPLOITATION OF THE INTERDEPENDENCE OF WORK AND WELFARE. (EDITOR)
ERIC: EJ070334

5432 WORK AND TRAINING IN PUBLIC WELFARE. 68
VIGILANTE, JOSEPH L.
COLUMBIA UNIV., NEW YORK, N.Y.
NOTES: 523P.; D.S.W.THESIS
COMMUNITY ATTITUDES, DOCTORAL THESES, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, JOB PLACEMENT, PARTICIPANT CHARACTERISTICS, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, SOCIAL WORK, STAFF IMPROVEMENT, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS, ECONOMIC OPPORTUNITY ACT OF 1964, SOCIAL SECURITY ACT
THIS STUDY DESCRIBED AND COMPARED 12 CURRENT NATIONAL WORK AND TRAINING PROGRAMS UNDER THE ECONOMIC OPPORTUNITY ACT OF 1964 AND THE 1962 AMENDMENTS TO THE SOCIAL SECURITY ACT; INVESTIGATED WHETHER OPERATION OF THE TWO PUBLIC WELFARE SYSTEMS REFLECTED THE INTENT OF NATIONAL POLICY AND CLIENT NEEDS; AND IDENTIFIED OPERATIONAL PROBLEMS ENCOUNTERED IN THE PUBLIC WELFARE PROGRAMS. DATA WERE COLLECTED WITH AN INTERVIEW GUIDE FOR USE WITH ADMINISTRATORS, SOCIAL WORKERS, AND EMPLOYMENT COUNSELORS, AND BY QUESTIONNAIRES DIRECTED TO PUBLIC WELFARE CLIENTS AND WORK AND TRAINING ADMINISTRATORS IN TEN STATES. IT WAS FOUND THAT WORK AS A SOCIAL INSTRUMENT HAS POTENTIAL FOR ECONOMIC REHABILITATION OF PUBLIC WELFARE CLIENTS. MOST PROGRAMS HAD NOT FULFILLED THIS POTENTIAL BECAUSE OF PROBLEMS RELATED PRIMARILY TO LIMITED ADMINISTRATIVE KNOW-HOW AT THE LOCAL LEVEL, COMMUNITY ATTITUDES, CONFUSION AMONG POLICY MAKERS REGARDING THE NATURE OF THE SOCIAL PROBLEM GIVING RISE TO THE PROGRAMS, AND RELATIONSHIPS BETWEEN EMPLOYMENT AND POVERTY IN CONTEMPORARY SOCIETY. VARIOUS SHORT-TERM RECOMMENDATIONS WERE MADE FOR MODIFYING ADMINISTRATIVE ALIGNMENTS AND NATIONAL POLICIES. (AUTHOR/LY)
ERIC: ED030275 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-16,939, MICROFILM $5.65; XEROGRAPHY $23,65)

5433 WORK AND WELFARE IN NEW YORK CITY. POLICY STUDIES IN EMPLOYMENT AND WELFARE, NUMBER 21 1975
OSTOW, MIRIAM;DUTKA, ANNA B.
COLUMBIA UNIV., NEW YORK. CONSERVATION OF HUMAN RESOURCES PROJECT. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-36-73-51
NOTES: 112P
SOCIAL WELFARE, CENTRAL CITY, NTISLABPEU
THIS STUDY EXPLORES THE WORK-WELFARE RELATIONSHIPS OF A LARGE SAMPLE OF PUBLIC ASSISTANCE RECIPIENTS IN NEW YORK CITY. THE POPULATION STUDIED WAS SELECTED TO REPRESENT, NOT THE TOTAL PUBLIC ASSISTANCE POPULATION, BUT ONLY THE MOST EMPLOYABLE SUBGROUPS.
NTIS: PB-262 164/7ST NTIS PRICES PC A06/MF A01

5434 WORK AND WELFARE PATTERNS IN LOW INCOME FAMILIES. JUN 75
FRIEDMAN, BARRY L.;HAUSMAN, LEONARD J.
BRANDEIS UNIV., WALTHAM, MASS. FLORENCE HELLER GRADUATE SCHOOL FOR ADVANCED STUDIES IN SOCIAL WELFARE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 249P.
DEMOGRAPHY, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, INCOME, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, LEGISLATION, LOW INCOME, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, POLICY FORMATION, PREDICTOR VARIABLES, PUBLIC POLICY, SOCIAL MOBILITY, SOCIAL SCIENCE RESEARCH, UNEMPLOYMENT, WELFARE, WELFARE RECIPIENTS, WELFARE SERVICES
THE STUDYS OBJECTIVE WERE (1) TO DESCRIBE THE PATTERNS OF WORK AND WELFARE EXPERIENCE IN LOW-INCOME FAMILIES AND TO EXPLAIN THEIR CAUSES, AND (2) TO APPLY THE FINDINGS TO THE POLICY PROBLEM OF DECIDING WHICH GROUPS OF WELFARE RECIPIENTS SHOULD BE REQUIRED TO WORK AND PROVIDED WITH WHAT MIX OF MANPOWER SERVICES. THE EFFECTIVENESS OF WORK REGISTRATION

(CONT.)
5434 REQUIREMENTS WAS ANALYZED. THE INTENTION WAS TO ISOLATE THE EXTENT TO WHICH THE WELFARE SYSTEM ITSELF CAUSES JOB INSTABILITY. THE DATA SOURCES WERE THE GRADUATE WORK INCENTIVE (NEGATIVE INCOME TAX) EXPERIMENT AND THE PANEL STUDY ON INCOME DYNAMICS. THE MANY FINDINGS ARE REPORTED IN TERMS OF (1) WORK PATTERNS, (2) THE EFFECTS OF WELFARE ON WORK, AND (3) WELFARE DEPENDENCY. IT WAS LEARNED THAT THOSE WHO CAN AND CANNOT WORK ARE NOT EASILY DISTINGUISHED ON THE BASIS OF CHARACTERISTICS THAT COULD BE SPECIFIED. LABOR MARKET PROBLEMS ARE NOT CLEARLY LINKED WITH DEMOGRAPHIC CHARACTERISTICS. OVERWHELMINGLY, MALES IN THE LOW-INCOME POPULATION MOVE FROM WELFARE TO WORK ON THEIR OWN, AND SO, APPARENTLY, DO MOST FEMALE HEADS OF LOW-INCOME FAMILIES. OVER TIME, HOWEVER, THERE IS MUCH MOVEMENT FROM WORK TO WELFARE, AND LITTLE MOVEMENT OUT OF THE LOW-INCOME RANGES. (AUTHOR/AJ)
ERIC: ED117377

5435 WORK ATTACHMENT AND HOME ROLE AMONG A COHORT OF AMERICAN WOMEN 1975
ERICKSEN, JULIA A.
PENNSYLVANIA UNIV., PHILADELPHIA.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-42-73-33
NOTES: FINAL REPT. 319P
EMPLOYMENT, HOUSEHOLDS, FEMALES, OCCUPATIONAL STATUS, LABOR FORCE, NTISLABPEU, NTISLABETA
THIS IS THE REPORT OF A STUDY OF THE INTER-RELATIONSHIPS BETWEEN HOME ROLE AND WORK ROLE OF A COHORT OF WOMEN.
NTIS: PB-274 543/3ST NTIS PRICES PC A14/MF A01

5436 WORK ATTITUDES AND LABOR MARKET EXPERIENCE EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEYS. MAY 77
ANDRISANI, PAUL J.;AND OTHERS
TEMPLE UNIV., PHILADELPHIA, PA. SCHOOL OF BUSINESS ADMINISTRATION. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-21-42-75-06
NOTES: 315P.; TABLES MAY BE OF MARGINAL LEGIBILITY DUE TO SMALL PRINT; STUDY DIRECTED BY CENTER FOR LABOR AND HUMAN RESOURCE STUDIES OF TEMPLE UNIVERSITY, SCHOOL OF BUSINESS ADMINISTRATION
AGE, EMPLOYMENT, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, INDUSTRIAL RELATIONS, JOB SATISFACTION, LABOR MARKET, MOTIVATION, OCCUPATIONAL MOBILITY, PERSONNEL MANAGEMENT, PRODUCTIVITY, RACE, SEX DIFFERENCES, SOCIAL SCIENCE RESEARCH, TREND ANALYSIS, WAGES, WORK ATTITUDES, UNITED STATES
A STUDY WAS DONE TO EXAMINE THE INFLUENCE OF SEVERAL WORK ATTITUDES ON A NUMBER OF FACETS OF SUBSEQUENT LABOR MARKET EXPERIENCE, AS WELL AS THE INFLUENCE OF LABOR MARKET EXPERIENCE ON THE WORK ATTITUDES. BASED ON INTERVIEW DATA ON ABOUT 20,000 RESPONDENTS FROM THE NATIONAL LONGITUDINAL SURVEYS REPRESENTATIVE NATIONAL SAMPLES OF MEN 14 TO 24 AND 45 TO 59, AND WOMEN 14 TO 24 AND 30 TO 44, ANALYSIS REVEALED CONSISTENT AND SYSTEMATIC EFFECTS OF A NUMBER OF WORK ATTITUDES ON THE RESPONDENTS SUBSEQUENT SUCCESS IN THE WORLD OF WORK OVER THE NEXT TWO TO FIVE YEARS. ADDITIONALLY, THE DATA PROVIDED CONSIDERABLE SUPPORT FOR THE HYPOTHESIS THAT SUCCESS AND FAILURE IN WORK ROLES HELP SHAPE THE WORK ATTITUDES PEOPLE COME TO HOLD. CONFIDENCE IN THESE FINDINGS IS STRENGTHENED BY THE FACT THAT THE OBSERVED RELATIONSHIPS WERE INDEPENDENT OF INDIVIDUAL DIFFERENCES IN SKILLS, ABILITIES, AND DEMOGRAPHIC DISTRIBUTION, AND WERE OBTAINED ON THE BASIS OF LONGITUDINAL AS WELL AS CROSS-SECTIONAL DATA. (AUTHOR/EM)
ERIC: ED141624 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5437 WORK ATTITUDES IN THE CIVILIAN SECTOR (A BIBLIOGRAPHY WITH ABSTRACTS) JUN 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-MAY 77 210P
BIBLIOGRAPHIES, ATTITUDES, JOB SATISFACTION, NTISNTIS
REPORTS ARE CITED ON THE OPINIONS OF JOBS AND THE WORK ENVIRONMENT OF PERSONS IN THE CIVILIAN LABOR FORCE. STUDIES INCLUDE SURVEYS OF PROFESSIONAL PEOPLE, YOUNG PEOPLE, THE HARDCORE UNEMPLOYED, AND MINORITY GROUPS, AS WELL AS INDIVIDUAL INDUSTRIES. (THIS UPDATED BIBLIOGRAPHY CONTAINS 203 ABSTRACTS, 18 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0503/3ST NTIS PRICES PC N01/MF N01

5438 WORK ATTITUDES IN THE MILITARY (A BIBLIOGRAPHY WITH ABSTRACTS) APR 76
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-MAR 76 120P
ATTITUDES, BIBLIOGRAPHIES, MILITARY PERSONNEL, NTISNTIS
JOB ATTITUDES OF MILITARY PERSONNEL ARE REVIEWED IN THE CITED REPORTS. WORK ATTITUDES OF CIVILIAN PERSONNEL EMPLOYED BY MILITARY AGENCIES ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 115 ABSTRACTS, 17 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.) SEE ALSO NTIS/PS-76/0299, WORK ATTITUDES IN THE CIVILIAN SECTOR AND NTIS/PS-75/709, JOB SATISFACTION.
NTIS: NTIS/PS-76/0298/3ST NTIS PRICES PC$25.00/MF$25.00

5439 WORK ATTITUDES OF DISADVANTAGED BLACK MEN A METHODOLOGICAL INQUIRY. 72
SPRINGER, PHILIP B.;ANDERSON, SYDNEY C.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 34P.
DISADVANTAGED GROUPS, EMPLOYMENT PROBLEMS, INTERVIEWS, LABOR FORCE NONPARTICIPANTS, MALES, MANPOWER UTILIZATION, NEGRO ATTITUDES, NEGRO EMPLOYMENT, OCCUPATIONAL ASPIRATION, PERSONAL VALUES, TABLES (DATA), VOCATIONAL DEVELOPMENT, WORK ATTITUDES, LABOR FORCE PARTICIPATION
A SERIES OF 165 INTERVIEWS IN THE SAN FRANCISCO BAY AREA, CONDUCTED BY 15 YOUNG BLACK MEN WITH COLLEGE BACKGROUNDS, DEALT WITH THE EMPLOYMENT-RELATED EXPERIENCES, PROBLEMS, AND ATTITUDES OF A RANDOM SAMPLE OF BLACK MALES WHO WERE PARTICIPANTS IN ONE OF 11 FEDERAL AND PRIVATE MANPOWER PROGRAMS, OR WERE LABOR FORCE NONPARTICIPANTS. COMPARISONS WERE MADE AMONG THOSE WHO HAD TAKEN JOBS AND STAYED, THOSE WHO HAD LEFT JOBS, THOSE LABOR FORCE NONPARTICIPANTS WHO HAD WORKED AT SOME TIME, AND THOSE WHO HAD NEVER WORKED. VARIOUS ATTITUDES WERE EXAMINED IN RELATION TO LABOR FORCE PARTICIPATION AND DURATION ON A JOB. DISCONTENT WITH WORK NORMS, PERCEIVED DISCRIMINATION, AND A PREFERENCE FOR HUSTLING (ILLICIT BEHAVIOR) WERE RELATED INVERSELY TO LABOR FORCE PARTICIPATION, WHILE THE IMPORTANCE OF HOME AND FAMILY, THE DRIVE TO GET AHEAD, AND SOME COMMITMENT TO WORK VALUES WERE RELATED DIRECTLY. FAVORABLE PERCEPTIONS OF THE CURRENT JOB SHOWED THE STRONGEST RELATIONSHIP TO DURATION ON A JOB. JOB STAYERS WERE MORE LIKELY TO BE FROM THE SOUTH. FIFTY-FIVE TABLES PRESENT THE DATA. A DESCRIPTION OF THE INTERVIEWERS INTERACTION WITH THE RESPONDENTS AND SUGGESTIONS FOR FURTHER RESEARCH ARE INCLUDED. (AG)
ERIC: ED066612

5440 WORK CONTENT AND VOCATIONAL DEVELOPMENT IN NOVELS LISTED FOR USE IN NEW YORK STATE SECONDARY SCHOOLS. 69
BRUSASCO, MARJORI
NOTES: 202P.; PH.D. DISSERTATION, NEW YORK UNIVERSITY
CAREER CHOICE, CULTURAL IMAGES, ENGLISH CURRICULUM, LITERATURE, NOVELS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL GUIDANCE, SECONDARY EDUCATION, STUDENT ATTITUDES, VOCATIONAL COUNSELING, WORK ATTITUDES
IN THIS STUDY, 35 NOVELS SUGGESTED BY THE NEW YORK STATE SYLLABUS IN ENGLISH FOR USE IN GRADES 7 THROUGH 12 WERE EXAMINED TO DETERMINE WHAT ATTITUDES THEY REFLECTED TOWARD WORK AND VOCATIONAL CHOICE. AFTER THE RANGE AND PROPORTION OF WORK CONTENT HAD BEEN NOTED, CATEGORIZED, AND INDEXED IN EACH OF THE NOVELS, IT WAS FOUND THAT OCCUPATIONS WERE CONCENTRATED IN FARM-RELATED, PROFESSIONAL, AND HOUSEWIFE CATEGORIES, DIFFERING WIDELY FROM A 1960 NEW YORK STATE OFFICIAL STATEMENT ABOUT OCCUPATIONAL GROUPS. ALSO, IT WAS NOTED THAT SPECIFIC DISCUSSIONS OF WORK ATTITUDES AND OCCUPATIONAL CHOICE WERE INFREQUENT AND SOMETIMES NEGATIVE, AND CAREER PATTERNS, ALTHOUGH DIVERSE FOR MEN, WERE RESTRICTED FOR WOMEN. IT WAS CONCLUDED THAT THIS LIST OF 35 NOVELS PRESENTED A SOMEWHAT NARROW VIEW OF WORK AND OCCUPATIONAL CHOICE. FINDINGS SUGGESTED THAT WIDER CONCEPTS OF WORK AND OCCUPATIONAL CHOICE SHOULD BE DEVELOPED IN THE CURRICULUM AND THAT A STUDY IS NEEDED TO FIND NOVELS FOR CLASSROOM READING WHICH STIMULATE VOCATIONAL EXPLORATION AMONG STUDENTS AND WHICH ALSO MEET ENGLISH CURRICULUM CRITERIA. (AUTHOR/JB)
ERIC: ED046943 UNIVERSITY MICROFILMS, A XEROX COMPANY, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48103 (ORDER NO. 70-723, MFILM $3.00, XEROGRAPHY $9.25)

5441 WORK DIMENSIONS DERIVED THROUGH SYSTEMATIC JOB ANALYSIS A STUDY OF THE OCCUPATION ANALYSIS INVENTORY. 71
RICCOBONO, JOHN A.;CUNNINGHAM, J. W.
NORTH CAROLINA STATE UNIV., RALEIGH. CENTER FOR OCCUPATIONAL EDUCATION. NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-2-7-070348-2698
NOTES: 122P.
ACTIVITIES, CURRICULUM DEVELOPMENT, DEVELOPMENTAL PROGRAMS, FACTOR ANALYSIS, JOB ANALYSIS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, PERFORMANCE FACTORS, PROGRAM DEVELOPMENT, TAXONOMY, VOCATIONAL EDUCATION, WORK ENVIRONMENT, OAI, OCCUPATIONAL ANALYSIS INVENTORY, WORK DIMENSIONS
THIS STUDY REPRESENTS ONE PHASE OF A BROADER RESEARCH PROJECT DESIGNED TO DEVELOP AND TEST THE OCCUPATION ANALYSIS INVENTORY (OAI). THE SPECIFIC OBJECTIVE OF THE PRESENT INVESTIGATION WAS TO SYSTEMATICALLY DERIVE A COMPREHENSIVE SET OF WORK DIMENSIONS THAT COULD BE USED IN DESCRIBING AND CLASSIFYING JOBS FOR EDUCATIONAL PURPOSES. THE OAI WAS APPLIED TO A SAMPLE OF 400 JOBS REPRESENTATIVE OF THE PERCENTAGES OF JOBS IN THE MAJOR OCCUPATIONAL CATEGORIES OF THE DICTIONARY OF OCCUPATIONAL TITLES. DUPLICATE RATINGS WERE OBTAINED ON A SUBSAMPLE OF 134 JOBS FOR RELIABILITY PURPOSES. SEVEN SEPARATE PRINCIPAL COMPONENTS FACTOR ANALYSES WERE PERFORMED WITHIN GROUPS OF ITEMS CORRESPONDING TO THE FOLLOWING SECTIONS OF THE OAI (1) INFORMATION RECEIVED, (2) MENTAL ACTIVITIES, (3) PHYSICAL WORK BEHAVIOR, (4) REPRESENTATIONAL WORK BEHAVIOR, (5) INTERPERSONAL WORK BEHAVIOR, (6) WORK GOALS, AND (7) WORK CONTEXT. THE ITEM RELIABILITIES OBTAINED WERE, FOR THE MOST PART, ACCEPTABLE. THE RESULTS OF THE SEVEN SECTIONAL FACTOR ANALYSES WERE FOUND TO BE GENERALLY MEANINGFUL; OF THE 91 FACTORS EMERGING FROM THESE ANALYSES, 77 WERE INTERPRETED. SOME POTENTIAL APPLICATIONS OF THE OAI DIMENSIONS WERE ALSO DISCUSSED. IT WAS NOTED, HOWEVER, THAT BOTH THE STABILITY AND UTILITY OF THESE DIMENSIONS REMAIN TO BE DEMONSTRATED. A RELATED STUDY IS VT 015 094. (AUTHOR/JS)
ERIC: ED062541

5442 WORK EDUCATION A TOPICAL BIBLIOGRAPHY OF PROGRAMS, PROCEDURES AND RESEARCH. 73
BANTA, TRUDY W.;AND OTHERS
SYSTEM DEVELOPMENT CORP., SANTA MONICA, CALIF.; TENNESSEE UNIV., KNOXVILLE. BUREAU OF

(CONT.)
5442 EDUCATIONAL RESEARCH AND SERVICE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF PLANNING, BUDGETING, AND EVALUATION.
CONTRACT NO. OEC-0-72-5024
NOTES: 136P.
BIBLIOGRAPHIES, BLIND CHILDREN, COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, DEAF EDUCATION, EDUCABLE MENTALLY HANDICAPPED, EDUCATIONAL PROGRAMS, HANDICAPPED STUDENTS, HARD OF HEARING, LITERATURE REVIEWS, PHYSICALLY HANDICAPPED, SCHOOL INDUSTRY RELATIONSHIP, SLOW LEARNERS, STUDENT EMPLOYMENT, WORK EXPERIENCE PROGRAMS
UNDER A USOE CONTRACT TO CONDUCT A 14-MONTH STUDY ENTITLED AN ASSESSMENT OF SCHOOL-SUPERVISED WORK EDUCATION PROGRAMS, SYSTEM DEVELOPMENT CORPORATION CONSIDERED THOSE PROGRAMS IN WHICH STUDENTS SPEND PART OF THEIR TIME WORKING IN PAYING JOBS, WHICH ARE USUALLY RESERVED BY THE EMPLOYER FOR STUDENTS FROM THAT PARTICULAR SCHOOL OR DISTRICT. THE BIBLIOGRAPHY, ORIGINALLY PUBLISHED BY SDC AS TM-5066/000/00, IS THE RESULT OF A LITERATURE REVIEW CONDUCTED FOR THAT STUDY AND CONTAINS MORE THAN 1,500 LISTINGS. THE ENTRIES ARE ORGANIZED UNDER THE FOLLOWING CATEGORIES DEVELOPMENT OF WORK EDUCATION PROGRAMS: OPERATIONAL DETAILS OF WORK EDUCATION PROGRAMS (TEACHER-COORDINATOR RESPONSIBILITIES, INSTRUCTIONAL STRATEGIES AND MATERIALS, PROBLEMS): RESEARCH AND DEMONSTRATION PROJECTS (EXPERIMENTAL AND DESCRIPTIVE STUDIES, DEMONSTRATION PROJECTS): DESCRIPTIONS OF SPECIFIC WORK EDUCATION PROJECTS (INNOVATIVE PROGRAMS, TYPICAL PROGRAMS, TEACHER PREPARATION PROGRAMS, PROGRAMS FOR DEAF AND HARD OF HEARING, SLOW LEARNERS, EDUCABLE MENTALLY RETARDED, BLIND, PHYSICALLY AND EMOTIONALLY HANDICAPPED): FOLLOWUP AND EVALUATION OF WORK EDUCATION PROGRAMS: CAREER EDUCATION: GENERAL: AND BIBLIOGRAPHIES. (AG)
ERIC: ED093341 BUREAU OF EDUCATIONAL RESEARCH AND SERVICE, UNIV. OF TENNESSEE, KNOXVILLE 37916 ($2.75)

5443 WORK ENVIRONMENT AND DISADVANTAGEMENT. FINAL REPORT. SEP 71
SEARLS, D.:MISKIMINS, R. W.
COLORADO STATE UNIV., FT. COLLINS. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 53P.
DATA COLLECTION, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, ETHNIC GROUPS, EVALUATION METHODS, INDUSTRIAL PERSONNEL, JOB SATISFACTION, SELF CONCEPT, SUCCESS FACTORS, WORK ENVIRONMENT
THE REPORT DESCRIBES A SERIES OF EMPIRICAL EVALUATIONS OF THE WORK ENVIRONMENT AND ITS RELATION TO THE DISADVANTAGED WORKER. DATA WERE COLLECTED ON 530 SUBJECTS IN FIVE DIFFERENT INDUSTRIES AT BOTH THE SUPERVISORY AND NON-SUPERVISORY LEVEL, USING A TOTAL OF EIGHT INSTRUMENTS, INCLUDING MEASURES OF PERCEIVED VOCATIONAL OPPORTUNITY, SELF-CONCEPT, ETHNIC ASSOCIATION, SELF-DISCLOSURE, JOB SATISFACTION, AND JOB SUCCESS. THE FINDINGS ARE DISCUSSED IN SOME DETAIL. (AUTHOR)
ERIC: ED063375 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 472, MF $1.45, HC $3.00)

5444 WORK ETHICS FOR TODAYS YOUTH. JUN 76
CURRY, CHARLES:CROSEN, ROGER
VIRGINIA POLYTECHNIC INST. AND STATE UNIV., BLACKSBURG. DIV. OF VOCATIONAL-TECHNICAL EDUCATION. VIRGINIA STATE DEPT. OF EDUCATION, RICHMOND. DIV. OF VOCATIONAL EDUCATION.
NOTES: 174P.: PHOTOGRAPHIC MATERIAL MAY NOT REPRODUCE WELL. BEST COPY AVAILABLE.
TEACHING GUIDES, WORK ATTITUDES, VOCATIONAL EDUCATION, CAREER EDUCATION, SECONDARY EDUCATION, GRADE 10, GRADE 11, INSTRUCTIONAL MATERIALS, LEARNING ACTIVITIES, ETHICAL INSTRUCTION
THIS TEACHING GUIDE WAS PREPARED IN COOPERATION WITH THE VIRGINIA DIVISION OF VOCATIONAL EDUCATION TO PROVIDE VOCATIONAL TEACHERS WITH A GUIDE FOR IMPLEMENTING WORK ETHICS INSTRUCTION. THE GUIDE INCLUDES 23 LESSON PLANS WHICH ARE ORGANIZED INTO EIGHT INSTRUCTIONAL UNITS LEARNING ABOUT WORK: DEVELOPING PERSONALLY: CONDUCTING YOURSELF ETHICALLY: DEVELOPING HUMAN RELATIONS SKILLS: GETTING A JOB: PERFORMING ON THE JOB: MANAGING MONEY: AND WORKING IS FOR EVERYONE. EACH LESSON CONTAINS STUDENT OBJECTIVES, MOTIVATION TECHNIQUES, LEARNING ACTIVITIES, CONTENT SUMMARY, TEACHING AIDS AND REFERENCES, AND EVALUATION TECHNIQUE. MORE THAN 20 DIFFERENT STUDENT ACTIVITIES ARE INCLUDED IN THE MOTIVATION TECHNIQUES AND LEARNING ACTIVITIES THROUGHOUT THE GUIDE. THE MATERIALS MAY BE USED IN ANY REGULAR CLASSROOM SETTING. THE FIELD TESTING REVEALED THAT THEY ARE MOST RELEVANT WHEN TAUGHT AT THE LEVEL OF GRADES 10 OR 11, ALTHOUGH CERTAIN INDIVIDUAL LESSONS WILL WORK WELL IN OTHER GRADES. (AUTHOR/NJ)
AIM/ARM: VT103240

5445 WORK EVALUATION AND ADJUSTMENT AN ANNOTATED BIBLIOGRAPHY, 1947-1973. JUL 74
FRY, RONALD R., ED.
WISCONSIN UNIV. - STOUT, MENOMONIE. DEPT. OF REHABILITATION AND MANPOWER SERVICES. MATERIALS DEVELOPMENT CENTER.
NOTES: 180P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT SERVICES, EVALUATION, MENTALLY HANDICAPPED, MENTAL RETARDATION, PHYSICALLY HANDICAPPED, PROGRAM EVALUATION, SHELTERED WORKSHOPS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, VOCATIONAL EVALUATION, WORK EVALUATION
THIS ANNOTATED BIBLIOGRAPHY COVERS LITERATURE ON WORK EVALUATION AND ADJUSTMENT FOR THE PERIOD 1947 TO 1973. THE 331 ENTRIES INCLUDE ARTICLES, SPEECHES, RESEARCH AND DEMONSTRATION REPORTS, AND UNPUBLISHED PAPERS RELATED TO WORK EVALUATION AND WORK ADJUSTMENT. MANY OF THE ENTRIES CONCERN THE VOCATIONAL EVALUATION OF THE PHYSICALLY AND

(CONT.)
5445 MENTALLY HANDICAPPED IN A SHELTERED WORKSHOP ENVIRONMENT. THE ENTRIES ARE NUMBERED AND INCLUDE BIBLIOGRAPHIC INFORMATION AND BRIEF ANNOTATIONS. TWO INDEXES ARE PROVIDED (1) 25-PAGE KEY WORK OUT OF CONTEXT (KWOC) INDEX, AND (2) 6-PAGE AUTHOR INDEX. (AUTHOR/AG)
ERIC: ED095400 MATERIALS DEVELOPMENT CENTER, DEPARTMENT OF REHABILITATION AND MANPOWER SERVICES, UNIVERSITY OF WISCONSIN - STOUT, MENOMONIE, WISCONSIN 54751

5446 WORK EXPERIENCE A REDEFINITION JUN 76
SCHARF, PETER;WILSON, THOMAS
THEORY INTO PRACTICE:15:3:205-13
WORK STUDY PROGRAMS, PROGRAM DEVELOPMENT, CAREER AWARENESS, COGNITIVE DEVELOPMENT, WORK EXPERIENCE PROGRAMS, MORAL VALUES, INSTRUCTIONAL PROGRAMS, DEMOCRATIC VALUES, EDUCATIONAL THEORIES, COLLEGE PREPARATION, GARY PLAN, MICRO SOCIETY SCHOOL
THE TRADITIONAL CONCEPT OF WORK-STUDY PROGRAMS AS A LOWER-CLASS, MENIAL TASK, ROTE-LEARNING PROGRAM IS UNDEMOCRATIC AND NONPRODUCTIVE IN TERMS OF DEVELOPMENTAL GROWTH AND SHOULD BE RESTRUCTURED TO PROVIDE INTERACTIONAL COGNITIVE DEVELOPMENT AND A BROAD RANGE OF CAREER OPTION EXPERIENCE TO ALL STUDENTS. (MB)
ERIC: EJ152409

5447 WORK EXPERIENCE AND CAREER EDUCATION PROGRAMS FOR MIGRANT CHILDREN. JAN 76
GUERRA, ROBERTO S.
NEW MEXICO STATE UNIV., UNIVERSITY PARK. ERIC CLEARINGHOUSE ON RURAL EDUCATION AND SMALL SCHOOLS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. -00-75-0025
NOTES: 30P.
CAREER EDUCATION, CAREER EXPLORATION, DEFINITIONS, EDUCATIONAL NEEDS, LIFE STYLE, MIGRANT CHILDREN, MIGRANT YOUTH, PROGRAM DEVELOPMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, WORK EXPERIENCE PROGRAMS
OF THE MORE THAN TWO MILLION SEASONAL FARMWORKERS IN THE UNITED STATES, NEARLY HALF ARE BETWEEN THE AGES OF 14 AND 20 YEARS. ALTHOUGH MUCH HAS BEEN DONE RECENTLY TO MEET SOME OF THE SPECIAL NEEDS OF THESE MIGRANT YOUTH, THEY ARE STILL CONFRONTED WITH INADEQUATE EDUCATIONAL AND TRAINING OPPORTUNITIES AND LIMITED CAREER ASPIRATIONS. IN THE FOREFRONT OF WHAT HAS BEEN DONE IS CAREER EDUCATION, A WIDELY DISCUSSED BUT LITTLE UNDERSTOOD CONCEPT AMONG EDUCATORS AND PUBLIC ALIKE. BY ADAPTING THE CONCEPTS OF CAREER EDUCATION TO THE SPECIAL AND UNIQUE CIRCUMSTANCES OF THE MIGRANT FARMWORKER, CAREER EDUCATION CAN HAVE A POSITIVE IMPACT ON THE EDUCATIONAL PROCESS OF THE MIGRANT CHILD. THIS PAPER FOCUSES ON THE PHILOSOPHICAL AND PROCESS ASSUMPTIONS OF CAREER EDUCATION AND APPLIES THEM TO THE SPECIAL SITUATION OF MIGRANT CHILDREN. CAREER EDUCATION IS DISCUSSED AS A (1) MEANS OF STRENGTHENING THE RELATIONSHIP BETWEEN THE SCHOOL AND WORK, (2) MEANS OF EASING THE TRANSITION BETWEEN SCHOOL AND WORK WHEN THE TIME COMES, AND (3) VEHICLE WHICH WILL GIVE MIGRANT YOUTH THE OPPORTUNITY TO CHOOSE AMONG ALTERNATIVE SOCIAL AND OCCUPATIONAL LIFESTYLES. (NQ)
ERIC: ED119289 NATIONAL EDUCATIONAL LABORATORY PUBLISHERS, INC., 813 AIRPORT BLVD., AUSTIN, TEXAS 78702 (STOCK NO. EC-032, $4.00)

5448 WORK EXPERIENCE OF THE POPULATION IN 1968. 70
PERRELLA, VERA C.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. DIV. OF LABOR FORCE STUDIES.
MONTHLY LABOR REVIEW:FEBRUARY 1970
NOTES: 40P.; REPRINT
CENSUS FIGURES, EMPLOYMENT LEVEL, EMPLOYMENT STATISTICS, LABOR ECONOMICS, LABOR MARKET, MANPOWER UTILIZATION, NATIONAL SURVEYS, WORK EXPERIENCE, YOUTH EMPLOYMENT
PREPARED FOR THE BUREAU OF LABOR STATISTICS BY THE BUREAU OF THE CENSUS, THIS REPORT IS THE 10TH IN A SERIES OF DOCUMENTS ON THE WORK EXPERIENCE OF THE POPULATION. THE REPORT EXAMINES THE MOVEMENTS INTO AND OUT OF THE LABOR FORCE AS REVEALED THROUGH THE 1968 WORK EXPERIENCE SURVEY AND PROVIDES A CAPSULE ANALYSIS OF EMPLOYMENT OF MARRIED MEN, MARRIED WOMEN, AND TEENAGERS. IN ADDITION, THE REPORT INCLUDES DEFINITIONS OF TERMS AND A SERIES OF 27 TABLES ON SUCH TOPICS AS THE EXTENT OF UNEMPLOYMENT BY AGE, SEX, AND COLOR. A MAJOR FINDING OF THE SURVEY WAS THAT 9 OUT OF 10 HEADS OF HOUSEHOLDS WORKED YEAR AROUND FULL TIME. (JS)
ERIC: ED051395 BUREAU OF LABOR STATISTICS, DEPT. OF LABOR, WASHINGTON, D.C. 20212 (SINGLE COPIES AVAILABLE)

5449 WORK EXPERIENCE OF THE POPULATION IN 1969 JAN 71
HAYGHE, HOWARD V.
MONTHLY LABOR REVIEW:94:1:45-52
EMPLOYMENT EXPERIENCE, LABOR FORCE, UNEMPLOYMENT, WORKING WOMEN, YOUTH EMPLOYMENT, LABOR FORCE PARTICIPATION
SPECIAL LABOR FORCE REPORT SHOWS THAT THE PROPORTION OF MARRIED WOMEN WITH JOBS ROSE DRAMATICALLY OVER THE PAST DECADE. (EDITOR)
ERIC: EJ044091

5450 WORK EXPERIENCE OF THE POPULATION IN 1971. 72
YOUNG, ANNE M.;MICHELOTTI, KOPP
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
MONTHLY LABOR REVIEW:DEC 1971 WITH SUPPLEMENTARY TABLES
NOTES: 45P.; REPRINT
CENSUS FIGURES, EMPLOYMENT LEVEL, EMPLOYMENT STATISTICS, LABOR ECONOMICS, MANPOWER UTILIZATION, NATIONAL SURVEYS, POPULATION DISTRIBUTION, TABLES (DATA), UNEMPLOYMENT,

(CONT.)
5450 WORK EXPERIENCE, WORKING WOMEN, YOUTH EMPLOYMENT, LABOR FORCE PARTICIPATION
BASED ON THE LATEST SURVEY OF WORK EXPERIENCE OF THE POPULATION, THIS ARTICLE PRESENTS HIGHLIGHTS OF THE SURVEY, DISCUSSES THE EXTENT OF EMPLOYMENT, AND ANALYZES THE RISE IN UNEMPLOYMENT WITH RESPECT TO AGE, SEX, RACE, AND OTHER FACTORS. AMONG THE HIGHLIGHTS NOTED WERE (1) OVER 95 MILLION MEN AND WOMEN 16 YEARS OLD AND ABOVE LOOKED FOR WORK AT SOME TIME DURING 1970, (2) THE 1970 LABOR FORCE INCREASE WAS PROPORTIONATELY LESS THAN THE POPULATION INCREASE, (3) SIX OUT OF 10 WOMEN WHO HEADED FAMILIES WORKED DURING THE YEAR, (4) ONE-HALF OF ALL MARRIED WOMEN HAD JOBS AT SOME TIME DURING THE YEAR, AND (5) 15.3 PERCENT OF ALL WHO WORKED OR LOOKED FOR WORK WERE UNEMPLOYED AT SOME TIME DURING THE YEAR, THE LARGEST PROPORTION IN SEVERAL YEARS. (JS)
ERIC: ED066611

5451 WORK EXPERIENCE OF THE POPULATION, 1973 DEC 74
YOUNG, ANNE M.
MONTHLY LABOR REVIEW:97:12:49-53
EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, OCCUPATIONAL SURVEYS, UNEMPLOYMENT, POPULATION TRENDS, TABLES (DATA), WORKING WOMEN, AGE DIFFERENCES, LABOR MARKET
ERIC: EJ107103

5452 WORK EXPERIENCE SURVIVAL KIT THE BOOK NO WORK EXPERIENCE EDUCATION STUDENT SHOULD BE WITHOUT. 73
CHAPMAN, ELWOOD N.
CONTRACT NO. 191
INSTRUCTIONAL MATERIALS, READING MATERIALS, TEXTBOOKS, WORK EXPERIENCE PROGRAMS, SECONDARY GRADES, WORK STUDY PROGRAMS
THIS BOOK WAS DESIGNED TO STRENGTHEN THE WORK EXPERIENCE PROGRAM AND ASSIST THE COORDINATOR IN PLANNING INSTRUCTION. IT IS INTENDED TO BE PRACTICAL AND SELF-INSTRUCTING SO THAT THE TRAINEE CAN STUDY AND BENEFIT FROM IT WITHOUT SUPERVISION FROM HIS COORDINATOR. CONTENTS INCLUDE (1) A TOTAL OF 16 TOPICAL UNITS WITH CASE PROBLEMS CONTAINED IN EACH, (2) AN APPENDIX ENTITLED, HOW TO GO ABOUT GETTING A GOOD JOB, (3) DISCUSSION AND EXAMINATION QUESTIONS, (4) AUTHORS SUGGESTED ANSWERS TO CASE PROBLEMS, AND (5) ANSWERS TO DISCUSSION AND EXAMINATION QUESTIONS. (SN)
AIM/ARM: VT100511 GOODYEAR PUBLISHING COMPANY, INC., PACIFIC PALISADES, CALIFORNIA

5453 WORK FORCE ADJUSTMENTS IN PRIVATE INDUSTRY. THEIR IMPLICATIONS FOR MANPOWER POLICY. MANPOWER AUTOMATION RESEARCH MONOGRAPH NO. 7. OCT 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 127P.
BUSINESS CYCLES, CONFERENCE REPORTS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYERS, EMPLOYMENT PRACTICES, FEDERAL PROGRAMS, INDUSTRIAL PERSONNEL, INDUSTRIAL STRUCTURE, INDUSTRY, JOB TRAINING, LABOR ECONOMICS, LABOR FORCE, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PERSONNEL POLICY, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL EDUCATION, CONFERENCE ON WORK FORCE ADJUSTMENTS IN PRIVATE, INTERNAL LABOR MARKETS
THE FIRST PART OF THIS MONOGRAPH REPRESENTS THE PROCEEDINGS OF A 1-DAY CONFERENCE OF MANPOWER ANALYSTS ON THE PROCESSES BY WHICH PRIVATE INDUSTRY MEETS CHANGING MANPOWER REQUIREMENTS AND THE IMPLICATIONS OF THESE WORK FORCE ADJUSTMENTS FOR MANPOWER POLICY. THE SECOND PART CONSISTS OF THE REPORT ON WHICH THE CONFERENCE DISCUSSION WAS BASED. THE REPORT IS A SUMMARY OF TWO DOCTORAL DISSERTATIONS PREPARED UNDER GRANTS FROM THE MANPOWER ADMINISTRATION AND IS ENTITLED, INTERNAL LABOR MARKETS, TECHNOLOGICAL CHANGE, AND LABOR FORCE ADJUSTMENT, BY PETER DOERINGER AND MICHAEL PIORE. THE INTERNAL LABOR MARKET IS AN ADMINISTRATIVE UNIT, WITHIN WHICH ARE PERFORMED THE MARKET FUNCTIONS OF PRICING, ALLOCATING, AND OFTEN OF TRAINING LABOR. IT IS GOVERNED BY A SET OF INSTITUTIONAL RULES COVERING RECRUITMENT PROCEDURES, TRAINING, COMPENSATION, AND THE LIKE, OVER WHICH THE EMPLOYER EXERCISED DISCRETIONARY CONTROL. THESE INTERNAL MECHANISMS CONSTITUTE THE ALTERNATIVE MODES OF ADJUSTMENT TO CHANGES IN BOTH PRODUCTION TECHNIQUES AND LABOR MARKET CONDITIONS. IMPLICATIONS OF THE INTERNAL MARKET ARE DISCUSSED IN RELATION TO FEDERAL PROGRAMS OF JOB TRAINING, RECRUITMENT AND SCREENING, COORDINATION OF PUBLIC AND PRIVATE TRAINING PROGRAMS, AND GOVERNMENTAL MANPOWER PLANNING AND LABOR FORCE ADJUSTMENT PROGRAMS. A BIBLIOGRAPHY LISTS OVER 100 SOURCES. (ET)
ERIC: ED028262 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W. WASHINGTON, D.C. 20210

5454 WORK IN THE NAVY--A DESCRIPTION OF NAVY OFFICER AND ENLISTED OCCUPATIONS. 06 JUN 75
MCDERMOTT, MICHAEL N.;AND OTHERS
OPERATIONS RESEARCH, INC., SILVER SPRING, MD. OFFICE OF NAVAL RESEARCH, WASHINGTON, D.C. PERSONNEL AND TRAINING RESEARCH PROGRAMS OFFICE.
NOTES: 519P.
OCCUPATIONAL INFORMATION, ARMED FORCES, CAREER EDUCATION, JOBS, INFORMATION SYSTEMS, OCCUPATIONAL GUIDANCE, MILITARY PERSONNEL, MILITARY TRAINING, OFFICER PERSONNEL, ENLISTED MEN, CAREER OPPORTUNITIES, EDUCATIONAL OPPORTUNITIES, NAVY, OREGON CAREER INFORMATION SYSTEM
THIS REPORT CONTAINS CAREER GUIDANCE MATERIALS DESCRIBING OCCUPATIONS AND CAREER DEVELOPMENT OPPORTUNITIES IN THE NAVY. THE MATERIALS WERE DEVELOPED FOR INTEGRATION INTO THE OREGON CAREER INFORMATION SYSTEM. THE REPORT INCLUDES (1) A DISCUSSION OF THE GENERAL WORK OF THE NAVY WHICH INCLUDES A DESCRIPTION OF THE SPECIAL ENVIRONMENT WITHIN WHICH NAVY OCCUPATIONAL TASKS ARE PERFORMED, A COMPARISON OF NAVY OCCUPATIONS WITH THE OCCUPATIONS LISTED IN THE OREGON CAREER INFORMATION SYSTEM, AND GENERAL INFORMATION ON

(CONT.)

5454 NAVY CAREER DEVELOPMENT: (2) A DESCRIPTION OF EACH ENLISTED OCCUPATION OR RATING: AND (3) A DESCRIPTION OF EACH OFFICER CATEGORY AND SPECIALTY. (AUTHOR)

AIM/ARM: VT102772

5455 THE WORK INCENTIVE PROGRAM MAKING ADULTS ECONOMICALLY INDEPENDENT. VOLUME I. 72

KLAUSNER, SAMUEL Z.:AND OTHERS

PENNSYLVANIA UNIV., PHILADELPHIA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 401P.

ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FAMILY (SOCIOLOGICAL UNIT), FAMILY INFLUENCE, FAMILY STRUCTURE, FEDERAL PROGRAMS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, LOW INCOME GROUPS, MOTIVATION, WELFARE RECIPIENTS, WORKING PARENTS, WORKING WOMEN, LABOR FORCE PARTICIPATION, WIN, WORK INCENTIVE PROGRAM

IN AN EXAMINATION OF THE ROLE OF THE WORK INCENTIVE (WIN) PROGRAM, PARTICULARLY ITS TRAINING ACTIVITIES, IN ADULT RESOCIALIZATION, DATA WERE GATHERED BY QUESTIONNAIRES ADMINISTERED, ONE YEAR APART, TO A PANEL OF HUSBANDLESS MOTHERS RECEIVING AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) AND A PANEL OF HUSBANDLESS MOTHERS WHO HAD PARTICIPATED IN A WIN PROGRAM AND WERE WORKING IN CAMDEN, NEW JERSEY. SOME RESULTS WERE (1) SLOGAN TERMS, SUCH AS WELFARE COMMUNITY, ECONOMIC INCENTIVE, AND WORK VERSUS HOMEMAKING, MISDIRECT MANPOWER POLICY, (2) MONEY IS OVER-RATED AS A WORK INCENTIVE, (3) WORK VERSUS HOMEMAKING MAY OFFER A FALSE CHOICE, (2) MANPOWER POLICY NEEDS TAILORING FOR WOMEN WORKERS, (5) TRADITIONAL AND MODERNIZING LIFE STYLES ARE CENTRAL DETERMINANTS OF WORK BEHAVIOR AND FAMILY ATTITUDES, (6) MODERNIZING WOMEN ARE MORE LIKELY TO WORK AND WORK PROMOTES A MODERNIZING LIFE STYLE, (7) A LARGE FAMILY IS MORE OF A DETERRENT TO WIN PARTICIPATION THAN IS RESPONSIBILITY FOR PRESCHOOL CHILDREN, (8) WIN TRAINED MOTHERS ARE MORE MODERNIZED, ACTIVISTIC, AND SOCIALLY MOBILE THAN ARE OTHER LOW INCOME WORKING MOTHERS, AND (9) SOCIAL RELATIONAL MORE THAN ATTITUDINAL FACTORS UNDERLY LABOR FORCE PARTICIPATION. THIS REPORT PROVIDES THE BACKGROUND, METHODOLOGY, FINDINGS, AND RECOMMENDATIONS FOR THE STUDY. A BIBLIOGRAPHY AND APPENDIXES ARE AVAILABLE AS VT 020 336 IN THIS ISSUE. (SB)

ERIC: ED078167

5456 THE WORK INCENTIVE PROGRAM MAKING ADULTS ECONOMICALLY INDEPENDENT. VOLUME II BIBLIOGRAPHY AND APPENDICES. 72

KLAUSNER, SAMUEL Z.:AND OTHERS

PENNSYLVANIA UNIV., PHILADELPHIA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 215P.

BIBLIOGRAPHIES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FAMILY (SOCIOLOGICAL UNIT), FAMILY INCOME, FAMILY STRUCTURE, LABOR FORCE, LABOR MARKET, LOW INCOME GROUPS, PERSONALITY, RELIGION, RESEARCH METHODOLOGY, WELFARE RECIPIENTS, WORKING PARENTS, WORKING WOMEN, WIN, WORK INCENTIVE PROGRAM

THIS PUBLICATION CONTAINS THE BIBLIOGRAPHY AND APPENDIXES WHICH ACCOMPANY A STUDY OF THE ROLE OF THE WORK INCENTIVE PROGRAM, PARTICULARLY ITS TRAINING ACTIVITIES, IN ADULT RESOCIALIZATION (AVAILABLE AS VT 020 335 IN THIS ISSUE). ENTRIES IN THE BIBLIOGRAPHY ARE ARRANGED ALPHABETICALLY BY AUTHOR UNDER THESE CATEGORIES (1) MANPOWER-LABOR MARKET, (2) FAMILY ECONOMY, INCOME, AND BUDGETS, (3) PUBLIC WELFARE RECIPIENTS AND PROGRAMS, (4) SOCIOLOGICAL THEORY, (5) FAMILY STRUCTURE, (6) ECONOMIC DEPRIVATION AND POVERTY LIFE STYLES, AND (7) METHODOLOGY. THE APPENDED MATERIALS CONSIST OF (1) AN ADDITIONAL DISCUSSION OF THE RESEARCH DESIGN, (2) THE ITEMS WHICH APPEARED IN THE RESEARCH QUESTIONNAIRES ALONG WITH THE PERCENTAGE DISTRIBUTION OF RESPONSES, (3) A PAPER DISCUSSING THE IMPORTANCE OF RELIGION TO THE WELFARE AND WORKING MOTHERS IN THE STUDY, AND (4) A PAPER DISCUSSING THE PERSONALITY OF THE WELFARE AND WORKING MOTHERS. (SB)

ERIC: ED078166

5457 WORK LIFE EXPECTANCY AND TRAINING NEEDS OF WOMEN. MANPOWER REPORT 12. MAY 67

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH

NOTES: 11P.

WORKING WOMEN, MANPOWER UTILIZATION, EMPLOYMENT PATTERNS, LABOR FORCE, EMPLOYMENT STATISTICS, WORK LIFE EXPECTANCY, EDUCATIONAL NEEDS

INFORMATION FOR EMPLOYERS AND COUNSELORS OF YOUNG AND MATURE WOMEN IS PRESENTED. THE REPORT SHOWS THE VALUE OF PROVIDING JOB OPPORTUNITIES FOR WOMEN WHO WISH TO WORK PART-TIME AND BRINGS ATTENTION TO THE RELATIVELY LONG WORK LIFE EXPECTANCY OF MATURE WOMEN. IT DEMONSTRATES THAT TRAINING AND EDUCATION FOR WOMEN MAY YIELD GREATER RETURNS THAN MOST EMPLOYERS AND COUNSELORS HAVE RECOGNIZED. BETWEEN 1950 AND 1965, THE NUMBER OF WOMEN WHO CONTRIBUTED THEIR ENERGY, INTELLIGENCE, AND TRAINING IN THE PRODUCTION OF GOODS AND SERVICES INCREASED FROM 19 MILLION TO 27 MILLION. MOST OF THESE WOMEN WERE MARRIED. THE CURRENT WILLINGNESS AND ABILITY OF WOMEN TO ENTER THE LABOR FORCE IS THE RESULT OF MANY SOCIAL, ECONOMIC, AND CULTURAL FACTORS AS THE STEADY RISE IN THE EDUCATIONAL LEVEL OF WOMEN, A GROWING CULTURAL ACCEPTANCE OF WORKING WOMEN AND THE DUAL ROLE, THEIR SIGNIFICANT CONTRIBUTION TO HIGHER FAMILY INCOME, AS WELL AS, BIRTH CONTROL METHODS AND CHANGED BIRTH RATES. THE INCREASING PARTICIPATION OF WOMEN IN THE WORK FORCE WILL APPARENTLY CONTINUE IN THE YEARS AHEAD. IF WE ARE TO DERIVE MAXIMUM UTILIZATION OF THEIR POTENTIAL CONTRIBUTION, WE MAY HAVE TO ADJUST THE KIND OF EDUCATIONAND TRAINING NOW PROVIDED FOR WOMEN. IN ADDITION, EMPLOYERS MAY HAVE TO DEVELOP NEW DESIGNS FOR JOBS AND BE MORE FLEXIBLE IN PROVIDING WORK OPPORTUNITIES FOR WOMEN. GRAPHS AND CHARTS ILLUSTRATE FACTS PERTAINING TO THE CONTEMPORARY WORKING WOMEN. (FP)

(CONT.)
5457 AIM/ARM: VT001365 MANPOWER ADMINISTRATION, OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210

5458 WORK MEASUREMENT DOESNT HAVE TO BE A MENACE 1975
JAYCHUK, S.J.
CANADIAN BUSINESS MAGAZINE, VOL.48, NO.7, JULY 1975, P. 44-48.
ABSENTEEISM, EMPLOYEE RELATIONS, FLEXIBLE SCHEDULE, HUMAN RELATIONS, MANAGEMENT, MANAGEMENT CONSULTANT, MORALE, PRODUCTIVITY, SUPERVISION, TIME AND MOTION STUDY, TURNOVER, WHITE COLLAR WORKER
AFTER DESCRIBING THE TERRIBLE CONSEQUENCES OF A WORK MEASUREMENT PROCESS ON EFFICIENCY AND EMPLOYEE MORALE, URGES A PROGRAM INVOLVING HUMAN RELATIONS EXPERTISE DESIGNED TO AFFECT THE DESIRED INCREASED PRODUCTIVITY.
MGMT: CBM75G0044

5459 THE WORK OF THE YOUTH EMPLOYMENT SERVICE, 1965-1968. 68
NATIONAL YOUTH EMPLOYMENT COUNCIL, LONDON (ENGLAND). DEPT. OF EMPLOYMENT AND PRODUCTIVITY
NOTES: 70P.
FOREIGN COUNTRIES, EMPLOYMENT SERVICES, YOUTH EMPLOYMENT, EMPLOYMENT STATISTICS, DROPOUTS, APPRENTICESHIPS, VOCATIONAL EDUCATION, OCCUPATIONAL GUIDANCE, JOB PLACEMENT, UNITED KINGDOM
THE DOCUMENT IS ORGANIZED INTO FOUR MAJOR PARTS. EMPLOYMENT AND TRAINING OF YOUNG PEOPLE REVIEWS THE EMPLOYMENT SITUATION DURING THE PERIOD 1965 TO 1968 AND DISCUSSES TRAINING FOR EMPLOYMENT. DEVELOPMENT OF THE SERVICE SINCE THE WORKING PARTYS REPORT DEALS WITH THE POSITION OF THE YOUTH EMPLOYMENT OFFICER, PUBLICITY ACTIVITIES, CAREER INFORMATION SERVICES, RESEARCH, AND THE RELATIONSHIPS BETWEEN THE YOUTH EMPLOYMENT SERVICE AND THE SCHOOLS, INDUSTRY, AND PARENTS. THE SPECIAL PROBLEMS OF SCOTLAND AND WALES OUTLINES THE WORK OF THE ADVISORY COMMITTEES ON YOUTH EMPLOYMENT OF THOSE COUNTRIES. THE WAS AHEAD DISCUSSES LEGISLATIVE PROBLEMS AND OUTLINES RECOMMENDATIONS FOR FUTURE DEVELOPMENT IN THE AREAS OF ORGANIZATION STAFFING, TRAINING, SALARY, RELATIONSHIPS WITH INDUSTRY AND SCHOOLS, AND RESEARCH. APPENDIXES INCLUDE STATISTICS RELATING TO (1) PERSONS ASSISTED, (2) YOUNG PERSONS UNEMPLOYED, (3) POSITIONS UNFILLED, (4) YOUNG PERSONS ENTERING EMPLOYMENT, AND (5) SCHOOL LEAVERS REGISTERED AS UNEMPLOYED. (JK)
AIM/ARM: VT008377 SALES SECTION, BRITISH INFORMATION SERVICE, 845 THIRD AVENUE, NEW YORK, NEW YORK 10022.

5460 THE WORK OF THE YOUTH EMPLOYMENT SERVICE, 1968-1971. 71
DEPARTMENT OF EMPLOYMENT, LONDON (ENGLAND). NATIONAL YOUTH EMPLOYMENT COUNCIL.
NOTES: 66P.
YOUTH EMPLOYMENT, CAREER PLANNING, OCCUPATIONAL GUIDANCE, EMPLOYMENT SERVICES, ADVISORY COMMITTEES, FOREIGN COUNTRIES, OCCUPATIONAL SURVEYS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, SCOTLAND, WALES
CONTAINED IN THIS REPORT ARE THE RESULTS OF A SERIES OF MEETINGS HELD BY THE NATIONAL EMPLOYMENT COUNCIL AND ADVISORY COMMITTEES OF SCOTLAND AND WALES FROM 1968-1971 TO DETERMINE ITS FUTURE COURSE AND EXAMINE ITS FUNCTIONAL RELATIONSHIP TO OTHER VOCATIONALLY-ORIENTED AGENCIES. DIVIDED INTO NINE CHAPTERS, THE REPORT FOCUSES ON (1) THE ORGANIZATIONAL FEATURES OF THE SERVICE, (2) CONTRIBUTIONS OF THE SERVICE IN SCHOOLS, (3) CAREER INFORMATION DISSEMINATION TECHNIQUES, (4) AN ACCOUNT OF THE EMPLOYMENT SITUATION, (5) YOUTH TRAINING PROGRAMS DEVELOPED TO COMBAT UNEMPLOYMENT, (6) ORGANIZATIONAL ENGAGEMENT IN RESEARCH AND DEVELOPMENTAL TASKS, AND (7) AN OVERVIEW OF THE WORK OF THE ADVISORY COMMITTEES IN SCOTLAND AND WALES. DATA ARE PRESENTED IN SIX APPENDIXES OF CHARTS AND TABLES. (SN)
AIM/ARM: VT016614 HER MAJESTYS STATIONERY OFFICE, P.O. BOX 569, LONDON SE1, ENGLAND

5461 WORK OPPORTUNITY CENTER FOR MINNEAPOLIS, MINNESOTA. TWELFTH QUARTERLY TECHNICAL REPORT. 1 FEB. 1969 - 30 APR. 1969. 1 MAY 69
JOSEPH, MICHAEL P.;AND OTHERS
MINNEAPOLIS PUBLIC SCHOOLS, MINN. WORK OPPORTUNITY CENTER. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 34P.
ATTITUDES, COUNSELING, EMOTIONAL PROBLEMS, FOLLOWUP STUDIES, JOB SKILLS, JOB TRAINING, MOTIVATION, QUESTIONNAIRES, SOCIAL PROBLEMS, WORK EXPERIENCE PROGRAMS
SKILL TRAINING, RELATED ACADEMIC SUBJECTS, JOB ORIENTATION, COUNSELING, AND ATTITUDINAL MODIFICATION ARE AT THE CORE OF THE WORK OPPORTUNITY CENTER (WOC) PROGRAM. ALL ENERGIES ARE FOCUSED ON ASSISTING EACH PERSON AS AN INDIVIDUAL DESERVING OF EVERY OPPORTUNITY FOR SUCCESS. SPECIFIC PROCEDURES TO CARRY OUT THIS GOAL INCLUDE PERSONALIZED SCHEDULING, MOTIVATIONAL DEVICES, AND SKILL TRAINING. THE METHODS AND MATERIALS USED ARE ILLUSTRATED THROUGH THE PRESENTATION OF TWO CASE STUDIES. THE RESULTS OF A WOC STUDENT FOLLOW-UP QUESTIONNAIRE ARE GIVEN. DATA INDICATES THAT MOST PARTICIPANTS FELT THAT THE WOC PROVIDED VALUABLE EXPERIENCES. THE MEASUREMENT AND MODIFICATION OF ATTITUDES AS DONE IN THE WOC IS DISCUSSED. RESULTS OF A STUDY UTILIZING AN ADJECTIVE CHECKLIST ARE GIVEN. SEVEN AREAS OF CONCERN REGARDING STUDENT ATTITUDE ARE DISCUSSED (1) NEED FOR CLEAR GOALS, (2) SOCIAL PROBLEMS, (3) EMOTIONAL PROBLEMS, (4) SPECIFIC PERSONAL NEEDS, (5) CLASSROOM ORIENTED NEEDS, (6) SCHOOL ORIENTED NEEDS, AND (7) PACE. THE OBSERVATIONS AND PROCEDURES OF THE WOC IN THE AREAS ABOVE ARE LISTED. THE REPORT ENDS WITH PLANS FOR THE FOLLOWING QUARTER. THE RESEARCH REPORTED HEREIN WAS FUNDED UNDER TITLE III OF THE ELEMENTARY AND SECONDARY EDUCATION ACT. (AUTHOR/KJ)
ERIC: ED035035

5462 WORK ORIENTATION ATTITUDES OF RURAL LOW-INCOME RESIDENTS OF THREE SOUTH CENTRAL VIRGINIA COUNTIES. 6 FEB 74
DURANT, THOMAS J., JR.
NOTES: 23P.; PAPER PRESENTED AT THE SOUTHERN ASSOCIATION OF AGRICULTURAL SCIENTISTS MEETINGS, FEBRUARY 3-6, 1974, MEMPHIS, TENN.
AREA STUDIES, ECONOMIC DEVELOPMENT, GOAL ORIENTATION, HEADS OF HOUSEHOLDS, JOB SATISFACTION, LIFE STYLE, LOW INCOME GROUPS, MINORITY GROUPS, OCCUPATIONAL ASPIRATION, POLICY FORMATION, PROGRAM PLANNING, RURAL POPULATION, SELF CONCEPT, SOCIAL PROBLEMS, SOCIOECONOMIC INFLUENCES, WELFARE RECIPIENTS, WORK ATTITUDES, VIRGINIA
THE STUDY DETERMINED THE RELATION BETWEEN SPECIFIC SOCIAL FACTORS AND SITUATIONAL CONDITIONS OF POVERTY AND NON-POVERTY HEADS OF HOUSEHOLDS AND THEIR ORIENTATION TOWARD WORK. THE MAJOR HYPOTHESES TESTED WAS THAT RESPONDENTS AFFECTED MORE BY ADVERSE SOCIAL FACTORS AND SITUATIONAL CONDITIONS WILL DEVELOP LESS POSITIVE WORK ORIENTATIONS. DATA WERE OBTAINED FROM A JULY 1971 RURAL MANPOWER SURVEY CONDUCTED IN 3 LOW-INCOME COUNTIES OF SOUTH CENTRAL VIRGINIA. A COMBINATION OF SYSTEMATIC AND STRATIFIED SAMPLING WAS EMPLOYED. A TOTAL OF 713 SURVEYS WERE CONDUCTED, COVERING 2 SEPARATE LISTS OF RESIDENTS IN EACH COUNTY THE GENERAL POPULATION OF HEADS OF HOUSEHOLDS, AND WELFARE RECIPIENTS. THE DEPENDENT VARIABLE OF WORK ORIENTATION ATTITUDE WAS MEASURED BY 4 TESTS (1) LIFE ASPIRATIONS; (2) WORK ETHIC; (3) LACK OF CONFIDENCE; AND (4) ACCEPTABILITY OF WELFARE. THE INDEPENDENT VARIABLES WERE CATEGORIZED AS (1) LIFE STYLE VARIABLES; (2) SITUATIONAL VARIABLES; AND (3) ATTITUDINAL VARIABLES. FINDINGS SUGGESTED THAT MANY PERSONS AFFECTED BY ADVERSE SOCIAL PROBLEMS AND SITUATIONAL CONDITIONS IN FACT ARE WILLING TO WORK AND DO HAVE A RELATIVELY POSITIVE OUTLOOK ON LIFE. FINDINGS ALSO SUGGESTED THAT SOME OF THOSE WHO ARE ON WELFARE DO NOT WISH TO REMAIN ON WELFARE. THE 7 CONCLUSIONS AND RECOMMENDATIONS COVERED SUCH AREAS AS BROADENING EXISTING WORK INCENTIVES AND IMPROVING LIVING CONDITIONS. (KM)
ERIC: ED087586

5463 WORK ORIENTATIONS OF THE UNDEREMPLOYED POOR REPORT ON A PILOT STUDY 69 F
GOODWIN, LEONARD
J HUM RESOURCES:4:4:508-519
ECONOMIC RESEARCH, ECONOMICALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, HUMAN RESOURCES, OCCUPATIONS, RESEARCH METHODOLOGY, TEENAGERS, UNDEREMPLOYED, VALUES, WORK ATTITUDES
ERIC: EJ010170

5464 WORK PROGRAMS FOR LOW-INCOME YOUTH SOME OPERATIONAL PRINCIPLES. 64
MOED, MARTIN G.
COLUMBIA UNIV., NEW YORK, N.Y. SCHOOL OF SOCIAL WORK;MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. TRAINING INSTITUTE, NEW YORK, N.Y.
NOTES: 9P.PAPER PREPARED FOR THE TRAINING INSTITUTE PROGRAM ON URBAN COMMUNITY DEVELOPMENT PROJECTS SELECTED ASPECTS OF THE MOBILIZATION F
DISADVANTAGED YOUTH, YOUTH EMPLOYMENT, WORK EXPERIENCE PROGRAMS, INDIVIDUAL CHARACTERISTICS, PROGRAM IMPROVEMENT, ATTITUDES, PROGRAM DEVELOPMENT, YOUTH PROBLEMS
THIS DOCUMENT IS THE INDEPENDENT OBSERVATIONS AND JUDGMENTS OF A PROFESSIONAL PRACTITIONER ASSOCIATED WITH MOBILIZATION FOR YOUTH, INC. AND DEALS WITH A NUMBER OF POVERTY-LINKED CHARACTERISTICS THAT HAVE BECOME APPARENT THROUGH EXPERIENCE IN THIS PROGRAM. SOME CHARACTERISTICS OF YOUTHS THAT ARE DIRECTLY RELATED TO A WORK PROGRAM ARE (1) INABILITY TO ENGAGE IN LONG-RANGE PLANNING, (2) LACK OF WORK TOLERANCE, POOR WORK ATTITUDES AND DIFFICULTY IN HANDLING AUTHORITY, (3) A DISINCLINATION TO INTERNALIZE PERSONAL PROBLEMS, (4) EXTREME ACADEMIC DEFICIENCY WHICH RESULTS IN DEEP ALIENATION FROM SCHOOL, (5) A LONG-STANDING SUSPICIOUSNESS OF AGENCIES, SCHOOLS AND AUTHORITY, (6) CONTINUOUS STRESSES AND STRAINS RESULTING FROM A NUMBER OF SOCIAL, LEGAL, FAMILY AND WELFARE PROBLEMS, AND (7) INCREASED ADOLESCENT STRAINS CAUSED BY THE EXPECTATION OF SHOULDERING ADULT RESPONSIBILITIES. IT IS FELT THAT A WORK PROGRAM DEALING WITH YOUTH FROM A SLUM POPULATION MUST INCLUDE COUNSELING THAT IS EXTENSIVE IN SCOPE, A SUBSIDIZED WORK PROGRAM TO ALLOW FOR THE GROWTH OF GOOD WORK HABITS AND ATTITUDES, UPGRADING THROUGH ON-THE-JOB TRAINING, THE POSSIBILITY FOR FORMAL TRADE SCHOOL ATTENDANCE, AND PLACEMENT THROUGH A NUMBER OF INTERMEDIATE JOBS UNTIL THE INDIVIDUAL DEVELOPS A PATTERN OF JOB STABILITY. AUXILIARY SERVICES SUCH AS CASEWORK, EDUCATION AND PSYCHOLOGICAL TESTING ARE ALSO HIGHLY DESIRABLE. (MM)
AIM/ARM: VT001442

5465 WORK RELEASE FACTORS IN SELECTION AND RESULTS. 69
JOHNSON, ELMER H.
SOUTHERN ILLINOIS UNIV., CARBONDALE. CENTER FOR THE STUDY OF CRIME, DELINQUENCY AND CORRECTIONS. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. RESEARCH AND DEMONSTRATION GRANTS.
NOTES: 292P.
CORRECTIONAL REHABILITATION, EMPLOYMENT OPPORTUNITIES, PRISONERS, PROBATIONARY PERIOD, PROGRAM EVALUATION, STATE PROGRAMS, WORK EXPERIENCE PROGRAMS
AS THE FIRST SYSTEMATIC EVALUATION OF AN AMERICAN WORK-RELEASE PROGRAM, THIS INVESTIGATION EMPLOYED DATA ON ALL MALE PRISONERS PLACED ON THE PROGRAM IN NORTH CAROLINA BETWEEN 1957 AND 1967. OUTCOME WAS MEASURED AGAINST THE VARIABLES AFFECTING SELECTION FOR WORK-RELEASE. THE STUDY FOUND THAT FACTORS AFFECTING PAROLE PERFORMANCE AFTER WORK-RELEASE INCLUDE (1) LENGTH OF TERM SERVED BEFORE WORK-RELEASE, (2) LENGTH OF TIME ON WORK-RELEASE, (3) SKILL LEVEL OF WORK-RELEASE JOB, (4) CONTINUATION OF WORK-RELEASE JOB INTO PAROLE, AND (5) RELATIONSHIP BETWEEN WORK-RELEASE AND PAROLE LOCALE. A SAMPLE OF ORTHODOX PAROLEES WAS COMPARED WITH THE PAROLED WORK-RELEASEES TO DISCLOSE POSSIBLE DIFFERENCES IN PAROLE PERFORMANCE AND PROBLEMS RAISED DURING

(CONT.)

5465 SUPERVISION. THE STUDY CONCLUDED THAT THE WORK-RELEASE EXPERIENCE GENERALLY BROUGHT FEWER PROBLEMS FOR THE PAROLE SUPERVISOR, IN TERMS OF TRANSGRESSIONS, MOBILITY, AND FAMILY PROBLEMS. THE PROBLEMS RAISED BY THE WORK-RELEASE PAROLEE WERE MORE LIKELY TO BE ASSOCIATED WITH BEHAVIOR CONSISTENT WITH THE ULTIMATE PURPOSE OF PAROLE. NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT. (EH)

ERIC: ED042888 CENTER FOR THE STUDY OF CRIME, DELINQUENCY, AND CORRECTIONS, SOUTHERN ILLINOIS UNIVERSITY, CARBONDALE, ILLINOIS 62901 ($5.00)

5466 WORK RELEASE TOWARD AN UNDERSTANDING OF THE LAW, POLICY, AND OPERATION OF COMMUNITY-BASED STATE CORRECTIONS. VOL. II. TECHNICAL REPORTS AND APPENDICES. FINAL REPORT. 1 JUN 73

SWANSON, RICHARD M.

SOUTHERN ILLINOIS UNIV., CARBONDALE. CENTER FOR THE STUDY OF CRIME, DELINQUENCY AND CORRECTIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 215P.; FOR VOLUME I, SEE CE000543; PORTIONS OF THIS DOCUMENT NOT FULLY LEGIBLE

COMMUNITY INVOLVEMENT, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CRIMINALS, CRIMINOLOGY, LAWS, NATIONAL SURVEYS, OCCUPATIONAL GUIDANCE, PRISONERS, QUESTIONNAIRES, STATE LEGISLATION, WORK RELEASE

THE REPORT CONTAINS TECHNICAL REPORTS DESCRIBING THE ESTABLISHMENT OF PROCEDURES AND DETAILED RESULTS OF THE STATE-BY-STATE NATIONAL SURVEY. (AUTHOR)

ERIC: ED094384 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 222 310, MF $1.45, HC $5.50. ALSO AVAILABLE FOR $9.00 PER SET OF 2 REPORTS AS PB 222 308-SET)

5467 WORK RELEASE TOWARD AN UNDERSTANDING OF THE LAW, POLICY, AND OPERATION OF COMMUNITY-BASED STATE CORRECTIONS, VOLUME I. FINAL REPORT. 1 JUN 73

SWANSON, RICHARD M.

SOUTHERN ILLINOIS UNIV., CARBONDALE. CENTER FOR THE STUDY OF CRIME, DELINQUENCY AND CORRECTIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 157P.; FOR VOLUME II, SEE CE000544; PORTIONS OF THIS DOCUMENT NOT FULL LEGIBLE

COMMUNITY INVOLVEMENT, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CRIMINALS, CRIMINOLOGY, LAWS, NATIONAL SURVEYS, OCCUPATIONAL GUIDANCE, PRISONERS, QUESTIONNAIRES, STATE LEGISLATION, WORK RELEASE

THE DOCUMENT REPORTS THE RESULTS OF THE WORK RELEASE-MANPOWER STUDY IN TWO VOLUMES. VOLUME I DESCRIBES THE EFFORTS TO DEVELOP A FRAMEWORK ON WHICH TO CONCEPTUALIZE THE UNDERSTANDING OF WORK RELEASE AND THE VARIABLES THAT INFLUENCE THE EFFECTIVENESS OF THE OPERATION OF COMMUNITY CORRECTIONS. THE FRAMEWORK WAS USED TO ASSESS THIS INFLUENCE IN 50 WORK RELEASE CENTERS IN FOUR STATES AND THE DISTRICT OF COLUMBIA; ADDITIONAL DATA WERE GATHERED FROM A NATIONAL MAILED QUESTIONNAIRE SURVEY. (AUTHOR)

ERIC: ED094388 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 222 309, MF $1.45, HC $4.75. ALSO AVAILABLE FOR $9.00 PER SET OF 2 REPORTS AS PB 222 308-SET)

5468 WORK PREVIEWS CAN REDUCE TURNOVER AND IMPROVE PERFORMANCE FEB 75

RAPHAEL, MICHAEL A.

PERSONNEL JOURNAL;54;2;97-8

JOB APPLICANTS, OCCUPATIONAL INFORMATION, INFORMATION NEEDS, LABOR TURNOVER, TASK PERFORMANCE, WORK PREVIEWS

ESTABLISHING REALISTIC EXPECTATIONS ABOUT THE COMPANY AND THE JOB SHOULD BE THE DUTY OF MANAGEMENT. IT WOULD APPEAR THAT IN TODAYS SOCIAL-CULTURAL CLIMATE THE WORK SAMPLE PREVIEW IS A GOOD TOOL FOR MANAGEMENT TO TELL IT LIKE IT IS TO THE PROSPECTIVE EMPLOYEE. (AUTHOR)

ERIC: EJ112068

5469 THE WORK SAMPLE REALITY-BASED ASSESSMENT OF VOCATIONAL POTENTIAL. MAR 71

MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 152P.

APTITUDE TESTS, DISADVANTAGED GROUPS, EMPLOYERS, EMPLOYMENT, EVALUATION, JOB ANALYSIS, JOB PLACEMENT, MANUALS, PROGRAM DEVELOPMENT, SCREENING TESTS, STANDARDS, TASK PERFORMANCE, UNEMPLOYMENT, VOCATIONAL COUNSELING

DEVELOPED AS A HANDBOOK, THIS DOCUMENT IS INTENDED TO SERVE AS A TECHNICAL GUIDE FOR ESTABLISHING VOCATIONAL EVALUATION UNITS AS A MEANS OF SCREENING MINORITIES FOR SUCCESSFUL JOB PLACEMENT AND FULFILLMENT. IN THE PROPOSED VOCATIONAL EVALUATION UNITS, THE POTENTIAL EMPLOYEE USES THE TOOLS, MATERIALS, AND EQUIPMENT OF A GIVEN OCCUPATION IN A SIMULATED WORK ATMOSPHERE, AND IS EVALUATED SOLELY ON THESE WORK SAMPLES. THIS HOW-TO MANUAL DISCUSSES (1) THE DEVELOPMENT OF WORK SAMPLES, (2) ESTABLISHMENT AND OPERATION OF THE VOCATIONAL EVALUATION UNIT, AND (3) THE SELECTION, TRAINING, AND SUPERVISION OF VOCATIONAL EVALUATORS. WORK SAMPLE UNITS OF THIS TYPE WOULD BE USEFUL IN FEDERAL MANPOWER TRAINING CENTERS AND IN HIGH SCHOOLS ACROSS THE COUNTRY. (JS)

ERIC: ED056241 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 199 474, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

5470 WORK SCHEDULES AND THE RUSH HOUR 1975

HEDGES, J.N.

(U.S.)MONTHLY LABOR REVIEW, VOL.98, NO.7, JULY 1975, P. 43-47. BIBLIOG. 11

(CONT.)
5470 ECONOMICS, EFFICIENCY, LABOR MARKET, POLLUTION, SALARY ADMINISTRATION, TRANSPORTATION, WORKING CONDITIONS
LOCAL SURVEYS OF HOURS THAT NON-FARM WORKERS START AND STOP WORK REVEALS NATIONAL PATTERNS WITH A SHARP PEAK IN STARTING TIME AROUND 8 A.M. AND A SHARPER STOPPING TIME PEAK AROUND 4 P.M.
MGMT: UML75G0043

5471 WORK SKILL NEEDS FOR THE ECONOMIC DEVELOPMENT OF ARKANSAS, A REPORT. JUN67
DAVIS, J. CLARK ;AND OTHERS
NEVADA UNIV., RENO. SCHOOL PLANNING LAB.
NOTES: 34P.
AGRICULTURAL OCCUPATIONS, BIBLIOGRAPHIES, BUSINESS CYCLES, ECONOMIC DEVELOPMENT, EMPLOYMENT PROJECTIONS, MANUFACTURING INDUSTRY, MIGRATION PATTERNS, OCCUPATIONAL MOBILITY, POPULATION GROWTH, POPULATION TRENDS, RURAL AREAS, SKILL DEVELOPMENT, STATISTICAL DATA, STATISTICAL SURVEYS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS
A GROWING POPULATION, MIGRATION FROM RURAL TO URBAN AREAS, AND AN EXPANDING MANUFACTURING INDUSTRY IS FORCING ARKANSAS TO REAPPRAISE ITS BASIC SKILLS OFFERINGS IN VOCATIONAL EDUCATION. SINCE ARKANSAS IS NOT IN A POSITION TO PROVIDE MASSIVE INCREASES IN SPENDING FOR VOCATIONAL EDUCATION, THE STATE MUST DECIDE IF IT IS DIRECTING ITS EXPENDITURES TO THE MOST URGENT NEEDS, THEREBY RAISING ITS AVERAGE INCOME TO THE POINT WHERE FUNDS ARE AVAILABLE TO PROVIDE AN ADEQUATE COMPREHENSIVE EDUCATIONAL PROGRAM. STATISTICAL PROJECTIONS OF POPULATION TRENDS AND EMPLOYMENT REQUIREMENTS STRESS THE INCREASING NEED FOR SKILLED LABOR. CONCLUSIONS EMPHASIZE THAT OFFICIALS IN ARKANSAS MUST RE-EXAMINE THEIR TRAINING EXPENDITURES TO ENSURE THAT MAXIMUM BENEFIT TO THE STATE IS REALIZED FROM PRESENTLY LIMITED FUNDS. (DK)
ERIC: ED020349

5472 WORK STATUS, WORK SATISFACTION, AND BLOOD PRESSURE AMONG MARRIED BLACK AND WHITE WOMEN SUM 77
HAUENSTEIN, LOUISE S.;AND OTHERS
PSYCHOLOGY OF WOMEN QUARTERLY;1;4;334-348
RACIAL DIFFERENCES, WORK EXPERIENCE, JOB SATISFACTION, STATUS NEED, BLOOD CIRCULATION, STRESS VARIABLES, MARITAL STATUS, GROUP STATUS, RESEARCH PROJECTS, PERFORMANCE FACTORS
THIS STUDY EXAMINED BLOOD PRESSURE LEVELS OF MARRIED WOMEN IN RELATION TO SUCH WORK-RELATED VARIABLES AS WORK LOAD, SATISFACTION WITH WORK, REPORTED STRAIN, AND EVALUATED PERFORMANCE. DIFFERENCES IN WORK LOAD WERE UNRELATED TO BLOOD PRESSURE LEVELS. HOWEVER, CURRENTLY UNEMPLOYED WORKING WOMEN HAD LOWER LEVELS. (AUTHOR)
ERIC: EJ160197

5473 WORK SUPERVISORS RATING SCALE NEIGHBORHOOD YOUTH CORPS (FEMALE ENROLLEE FORM). JUL 71
FREEBERG, NORMAN E.;REILLY, RICHARD R.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 2P.
ATTITUDE TESTS, BEHAVIOR RATING SCALES, EMPLOYEE ATTITUDES, FEMALES, PERFORMANCE FACTORS, QUESTIONNAIRES, RATING SCALES, SUPERVISORS, TASK PERFORMANCE, WORK ATTITUDES, NEIGHBORHOOD YOUTH CORPS.
THE RATING SCALE WAS COMPLETED BY THE WORK SUPERVISOR FOR EACH INDIVIDUAL FEMALE ENROLLEE IN THE NEIGHBORHOOD YOUTH CORPS. THE SCALE CONTAINS TEN STATEMENTS ABOUT THINGS THAT WORK SUPERVISORS CONSIDER IMPORTANT ABOUT ENROLLEE ATTITUDE AND PERFORMANCE. SEE ALSO TM 000 865. (CK)
ERIC: ED056072 NOT AVAILABLE SEPARATELY; SEE TM 000 865

5474 WORK SUPERVISORS RATING SCALE NEIGHBORHOOD YOUTH CORPS (MALE ENROLLEE FORM). JUL 71
FREEBERG, NORMAN E.;REILLY, RICHARD R.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 2P.
ATTITUDE TESTS, BEHAVIOR RATING SCALES, EMPLOYEE ATTITUDES, MALES, PERFORMANCE FACTORS, QUESTIONNAIRES, RATING SCALES, SUPERVISORS, TASK PERFORMANCE, WORK ATTITUDES, NEIGHBORHOOD YOUTH CORPS
DESIGNED TO BE COMPLETED BY THE WORK SUPERVISOR FOR EACH INDIVIDUAL MALE ENROLLEE IN THE NEIGHBORHOOD YOUTH CORPS, THE SCALE CONTAINS TEN STATEMENTS ABOUT THINGS THAT WORK SUPERVISORS CONSIDER IMPORTANT ABOUT ENROLLEE ATTITUDE AND PERFORMANCE. SEE ALSO TM 000 865. (CK)
ERIC: ED056071 NOT AVAILABLE SEPARATELY; SEE TM 000 865

5475 WORK VALUE SYSTEMS OF YOUNG WORKERS 1976
TAYLOR, R.N.; THOMPSON, M.
ACADEMY OF MANAGEMENT JOURNAL, VOL.19, NO.4, DEC 1976, P. 522-536. BIBLIOG. 31
AGE, EDUCATION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, MOTIVATION, YOUTH
EDUCATION AND AGE HAVE A GREAT IMPACT ON THE WORK-VALUE SYSTEMS OF EMPLOYEES. HOWEVER THE TRADITIONAL BELIEF THAT THERE EXIST WIDE GENERATION GAPS IN THESE SYSTEMS IS NOT SUPPORTED BY RESEARCH FINDINGS.
MGMT: AMJ76L0522

5476 WORK VALUES OF THE HANDICAPPED. 31 OCT 66
KINNANE, JOHN F. ; SUZIEDELIS, ANTANAS
NOTES: 62P.
AGE, AMPUTEES, CEREBRAL PALSY, COMPARATIVE ANALYSIS, CONTROL GROUPS, DEAF, EDUCATIONAL
BACKGROUND, EMOTIONALLY DISTURBED, MOTIVATION, PERSONAL VALUES, PHYSICALLY HANDICAPPED,
SEX (CHARACTERISTICS), SOCIAL PSYCHOLOGY, TEST CONSTRUCTION, VOCATIONAL ADJUSTMENT, WORK
ATTITUDES
TO DETERMINE THE WORK VALUES OF THE PHYSICALLY HANDICAPPED, A WORK MOTIVATION SCHEDULE
WAS DEVELOPED AND ADMINISTERED TO 200 NORMAL WHITE MEN AND 200 WOMEN OF REPRESENTATIVE
NATIONAL AVERAGE AGE AND EDUCATION AND TO CEREBRAL PALSIED, DEAF, 63 RECENT AMPUTEES
FROM THE VIETNAM WAR AND NEURO-PSYCHIATRIC PATIENTS. COMPARISON OF THE TWO GROUPS SHOWED
SIGNIFICANT DIFFERENCES IN WORK MOTIVATION WITH VARIANT SOCIAL ROLES OF THE HANDICAPPED
CAUSING THE VARIATION. CHOICE OF OCCUPATIONAL ROLE WAS SIGNIFICANTLY RELATED TO THE
PERCEIVED SOCIAL ROLE IN THE WORLD OF WORK. A RELATIONSHIP EXISTED BETWEEN THE NATURE OF
A PARTICULAR HANDICAP AND THE PSYCHOLOGICAL MEANINGS OF THE HANDICAP AS SOURCES OF
INTERPERSONAL ANXIETY AND CONCERN. FOR EXAMPLE, FEELINGS OF RECENT AMPUTEES FROM VIETNAM
OF BEING MARGINAL SOCIALLY WHILE IN THE HOSPITAL AND THEIR CONCERN OF BEING SIGNIFICANT
TO OTHERS AGAIN AFTER DISCHARGE MAY HAVE ACCOUNTED FOR ELEVATED SCORES. THE HIGHLY
VARIANT SOCIAL ROLE OF THE NEURO-PSYCHIATRIC GROUP WAS REFLECTED IN HIGHLY VARIANT
VALUE-ORIENTATION. THE DEAF VALUED WORK MORE HIGHLY BECAUSE IT PROVIDED AN OPPORTUNITY
TO COMMUNICATE WITH OTHERS. THUS INTERPERSONAL CONCERNS SIGNIFICANTLY AFFECTED VALUATION
OF WORK IN THAT THE HANDICAPPED WERE SENSITIZED TO THOSE INTERPERSONAL ASPECTS OF WORK
WHICH CAUSED THEM CONCERN. FURTHER STUDY IS NEEDED TO RELATE THE SOCIOPSYCHOLOGICAL
ADJUSTMENT OF VARIOUS GROUPS OF THE PHYSICALLY HANDICAPPED TO PATTERNS OF WORK
VALUATION. PRACTICAL APPLICATION OF THE STUDY IS TO PROVIDE HANDICAPPED WORKERS WITH A
CLEARER UNDERSTANDING OF THE SATISFACTION THEY SEEK FROM WORK, SO THAT OCCUPATIONAL
CHOICE CAN BE MORE IN LINE WITH VALUES. THE APPENDIX INCLUDES THE WORK MOTIVATION
SCHEDULE, SURVEY STATISTICS IN TABULAR FORM, AND REFERENCES. (FP)
AIM/ARM: VT004158

5477 WORK VALUES OF UNIVERSITY STUDENTS AN ANALYSIS BY ETHNIC GROUPS AND SEX. JUN 74
LAFITTE, PAT CHEW
NOTES: 115P.; MASTERS THESIS, UNIVERSITY OF TEXAS AT AUSTIN
ASIAN AMERICANS, BLACKS, CAREER AWARENESS, CAREER CHOICE, CHANGING ATTITUDES, COLLEGE
STUDENTS, COMPARATIVE ANALYSIS, CULTURAL AWARENESS, EDUCATIONAL RESEARCH, EMPLOYMENT,
ETHNIC GROUPS, HIGHER EDUCATION, LITERATURE REVIEWS, MASTERS THESES, MEXICAN AMERICANS,
MINORITY GROUPS, SEX DIFFERENCES, STATISTICAL ANALYSIS, STUDENT ATTITUDES, TABLES
(DATA), VALUES, VOCATIONAL DEVELOPMENT
THE MASTERS THESIS DISCUSSES VALUES ORIENTATION AND CAREER CHOICE OF MALE AND FEMALE
NON-ANGLO AMERICAN COLLEGE STUDENTS. A REVIEW OF SOCIOLOGICAL LITERATURE RELATED TO
VALUE SCHEMES OF BLACK AMERICANS, MEXICAN AMERICANS, AND ORIENTAL AMERICANS REVEALED
THAT PREVIOUS RESEARCH IS BASED ALMOST ENTIRELY UPON INFERENCES MADE FROM STUDIES
RELATING CAREER PATTERNS TO ACADEMIC MAJORS. IN ORDER TO ESTABLISH WORK VALUES SCHEMES
MORE DIRECTLY, A STUDY AT THE UNIVERSITY OF TEXAS RANDOMLY SURVEYED 143 STUDENTS WITH
DIVERSE BACKGROUNDS AND INTERESTS. STUDENTS RATED 45 WORK VALUES ON A SCALE FROM
IMPORTANT TO UNIMPORTANT AND ANSWERED 11 QUERIES ABOUT THEIR PERSONAL AND ETHNIC
BACKGROUNDS AND CAREER GOALS. FINDINGS INDICATED THAT, ALTHOUGH VALUES RELATED TO
LIFE-STYLE, ACHIEVEMENT, CREATIVITY, AND ECONOMIC RETURNS WERE EMPHASIZED BY ALL
STUDENTS, THERE WERE DIFFERENCES IN WORK VALUES BY SEX AND ETHNIC GROUPS. WHEREAS FEMALE
STUDENTS TENDED TO STRESS ALTRUISM AND SUPERVISORY RELATIONSHIPS, MALES VALUED
INDEPENDENCE, ECONOMIC RETURNS, AND INTELLECTUAL STIMULATION. BLACK-AMERICANS VALUED
ECONOMIC RETURNS CONSIDERABLY MORE THAN ALL OTHER GROUPS AND MEXICAN AMERICANS VALUED
SECURITY SECOND ONLY TO WAY OF LIFE. ORIENTAL STUDENTS SCORED SIGNIFICANTLY LOWER ON ALL
SCALES THAN DID THE OTHER GROUPS, INDICATING THAT THEY DEMAND LESS VALUES FULFILLMENT
FROM THEIR WORK. QUESTIONNAIRES, TABLES OF ANALYSES, AND A BIBLIOGRAPHY ARE APPENDED.
(AUTHOR/DB)
ERIC: ED144943

5478 WORK, WOMEN, AND VOCATIONAL EDUCATION JUN 77
RIEDER, CORINNE H.
AMERICAN EDUCATION:13:5:27-30
WORKING WOMEN, FEMINISM, EQUAL OPPORTUNITIES (JOBS), VOCATIONAL EDUCATION, EMPLOYMENT
PRACTICES, EMPLOYMENT PROJECTIONS, SEX DISCRIMINATION, LABOR MARKET, INCOME, GUIDELINES
ALTHOUGH IT MAY LACK THE THEATRICS TO WIN HEADLINES, THE STRUGGLE OVER EQUITY FOR WOMEN
IN WORK IS THE ESSENCE OF THE FEMINIST MOVEMENT AND AN AMERICAN SOCIAL REVOLUTION.
(EDITOR)
ERIC: EJ161733 REPRINT AVAILABLE (SEE P. VII) UMI

5479 THE WORK-FAMILY ROLE SYSTEM APR 77
PLECK, JOSEPH H.
SOCIAL PROBLEMS:24:4:417-27
FAMILY ROLE, SEX ROLE, WORKING WOMEN, LABOR MARKET, ECONOMIC FACTORS, ROLE THEORY,
SOCIAL STRUCTURE, FAMILY STRUCTURE, FAMILY CHARACTERISTICS, SOCIAL CHANGE
CONCEPTUALLY ANALYZES THE MALE WORK ROLE, THE FEMALE WORK ROLE, THE FEMALE FAMILY ROLE,
AND THE MALE FAMILY ROLE AS COMPONENTS OF THE WORK-FAMILY ROLE SYSTEM. EXAMINES THE
LINKS AMONG THESE ROLES AND ANALYZES SEX-SEGREGATED LABOR MARKETS FOR BOTH PAID WORK AND
FAMILY TASKS. (JM)
ERIC: EJ163269

5480 WORK-NONWORK LINKAGES A REVIEW OF THE LITERATURE SEP 74
PATTERSON, ARTHUR H.
PATTERSON, (ARTHUR H.), STATE COLLEGE, PA. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-OAS-74-3156
NOTES: FINAL REPT. MAY 74-SEP 74 23P
BEHAVIORAL SCIENCES, INDUSTRIAL RELATIONS, SOCIAL PSYCHOLOGY, LEISURE TIME, NTISLABASP
THIS REPORT INVESTIGATED THE EXISTING LITERATURE WHICH COULD BE USED TO FORMULATE A RELATIONSHIP BETWEEN LEISURE TIME ACTIVITIES AND WORK BEHAVIOR. RATHER THAN EMPHASIZING WORK, THE REPORT CONCENTRATES ON LEISURE RESEARCH, AND STUDIES OF WORK WHICH HAVE IMPLICATIONS FOR WORK-NONWORK LINKAGES. NO BODY OF PSYCHOLOGICAL LITERATURE WAS FOUND WHICH SUPPORTS A RELATIONSHIP BETWEEN LEISURE, WORK AND SATISFACTION SUCH AS THERE IS FOR PAY, WORK AND SATISFACTION. CATEGORIES COVERING MOTIVES AND ATTITUDES TOWARD LEISURE, APPLICABLE THEORIES OF WORK, STUDIES OF LEISURE AND WORK, DIFFERENCES IN LEISURE TIME AND LEISURE TIME USE, AND THE FUTURE IN LEISURE ARE PROVIDED IN THE ANALYSIS. TWO SUGGESTED AREAS OF RESEARCH ARE THAT OF SOCIAL MEASURES AS PART OF LEISURE, AND TIME BUDGETING.
NTIS: PB-256 657/6ST NTIS PRICES PC$4.00/MF$3.00

5481 WORK-SAMPLE PROGRAM EXPERIMENTAL AND DEMONSTRATION PROJECT. FINAL REPORT. 30 SEP 68
JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, PHILADELPHIA, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 295P.
COUNSELING, COUNSELING EFFECTIVENESS, COUNSELING PROGRAMS, CULTURALLY DISADVANTAGED, MANPOWER UTILIZATION, PROGRAMS, VOCATIONAL COUNSELING
OVER A 10-MONTH PERIOD, AN EXPERIMENTAL GROUP OF 268 DISADVANTAGED APPLICANTS AND A MATCHED CONTROL GROUP OF 206 OTHER DISADVANTAGED APPLICANTS, WERE STUDIED TO ASSESS THE POTENTIAL OF A WORK-SAMPLE PROGRAM FOR IMPROVING COUNSELING AND PLACEMENT SERVICES FOR THE DISADVANTAGED. DATA ANALYSES SUPPORTS THE CONCLUSIONS THAT THE PROGRAM (1) HELPED THE COUNSELOR TO BETTER UNDERSTAND, RELATE TO, AND COMMUNICATE WITH THE DISADVANTAGED, (2) FACILITATED THE DEVELOPMENT OF A COUNSELING PLAN OR VOCATIONAL OBJECTIVE, (3) INCREASED THE LIKELIHOOD THAT THE DISADVANTAGED WOULD COMPLETE COUNSELING, BE REFERRED TO MORE JOBS, OBTAIN JOBS ON INITIAL REFERRALS, AND HOLD AND ADJUST TO JOBS AND TRAINING, (4) HELPED COUNSELORS TO IDENTIFY APPLICANTS IN NEED OF REHABILITATION AND OTHER SERVICES, (5) PROVIDED KNOWLEDGE ON THE APPLICANTS WORK READINESS INDICES, AND (6) ENABLE THE DISADVANTAGED TO BETTER UNDERSTAND HIS VOCATIONAL INTERESTS AND ABILITIES, LEARN ABOUT DIFFERENT JOBS, AND MODIFY HIS PERSONAL APPEARANCE AND BEHAVIOR TO MEET EXPECTED STANDARDS. THE FINDINGS ALSO SHOWED THAT THE PROGRAM IMPROVED THE EFFECTIVENESS OF COUNSELING AND PLACEMENT SERVICES FOR THE DISADVANTAGED. (AUTHOR/EK)
ERIC: ED027560 JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, 1213 WALNUT STREET, PHILADELPHIA, PENNSYLVANIA 19107.

5482 WORK-TRAINING PROGRAMS NO PANACEA JUN 72
GRIMALDI, PAUL;HAROIAN, BERCH
URBAN REVIEW;5;6;17-20
APPRENTICESHIPS, EMPLOYMENT, EMPLOYMENT EXPERIENCE, FEDERAL PROGRAMS, JOB TRAINING, JOBS, WORK EXPERIENCE, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS
THE AUTHORS CHALLENGE THE PREVALENT VIEW THAT THE CURE FOR RISING WELFARE COSTS IS TO PUT MORE PEOPLE TO WORK. (RJ)
ERIC: EJ061013

5483 WORKER ADJUSTMENT PROBLEMS OF YOUTH IN TRANSITION FROM HIGH SCHOOL TO WORK. DEC 70
GARBIN, A. P.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 215P.
ADJUSTMENT PROBLEMS, CAREER CHOICE, CAREER OPPORTUNITIES, OCCUPATIONAL MOBILITY, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, YOUNG ADULTS, YOUTH PROBLEMS
THE PURPOSE OF THIS STUDY WAS TO IDENTIFY YOUTH ADJUSTMENT PROBLEMS IN THE TRANSITION FROM HIGH SCHOOL TO WORK AND TO RECOMMEND POSSIBLE SOLUTIONS. DATA COLLECTED IN COLUMBUS, OMAHA, AND NEW ORLEANS, THROUGH INTERVIEWS WITH 642 WORKERS BETWEEN THE AGES OF 17 AND 27, FOCUSED ON THE FOLLOWING AREAS (1) TRANSITION FROM HIGH SCHOOL TO FULL-TIME WORK, (2) MOTIVATIONS, REWARDS AND JOB EVALUATIONS, (3) RELATIONSHIPS WITH WORK ENVIRONMENT, (4) ATTITUDES, VALUES, AND BEHAVIORAL PATTERNS RELATED TO WORK, AND (5) CAREER PATTERNS. THE FINDINGS IN THESE AREAS ARE RELEVANT FOR ADMINISTRATORS, TEACHERS, COUNSELORS, AND BUSINESS LEADERS INTERESTED IN IMPROVING THE TRANSITION FROM SCHOOL TO WORK. (BH)
ERIC: ED045850

5484 WORKER ADJUSTMENT--YOUTH IN TRANSITION FROM SCHOOL TO WORK, AN ANNOTATED BIBLIOGRAPHY OF RECENT LITERATURE. BIBLIOGRAPHY 2. 68
GARBIN, A.P. ;AND OTHERS
NOTES: 143P.
ANNOTATED BIBLIOGRAPHIES, COMMUNITY ROLE, EDUCATIONAL EXPERIENCE, LABOR FORCE, PERCEPTION, PSYCHOLOGICAL PATTERNS, RESEARCH REVIEWS (PUBLICATIONS), SCHOOL ROLE, SOCIAL PROBLEMS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK ENVIRONMENT, YOUTH PROBLEMS
IN THE COURSE OF DESIGNING AN EXPLORATORY STUDY OF THE MAJOR SOCIOPSYCHOLOGICAL PROBLEMS FACED BY YOUTH (16 TO 25 YEARS OLD) IN MAKING THE TRANSITION FROM SCHOOL TO WORK, THIS BIBLIOGRAPHY WAS PREPARED TO MEET THE NEEDS OF BOTH RESEARCHERS AND PRACTITIONERS AND TO

(CONT.)

5484 FILL A VOID IN THE LIERATURE. THE ABSTRACTS, LIMITED TO THE PERIOD 1960 TO 1968, COVER PRIMARILY MATERIALS WHICH HAVE NOT BEEN INCLUDED IN BIBLIOGRAPHIES AND SUMMARIES ALREADY AVAILABLE. THE 165 ANNOTATIONS, ARRANGED ALPHABETICALLY BY AUTHOR, PRESENT THE PURPOSE, METHODOLOGY, AND FINDINGS OF EMPIRICAL STUDIES AND GENERAL SUMMARIES OF NON-EMPIRICAL WORKS. TWENTY-THREE ABSTRACTS ARE OF BOOKS OR MONOGRAPHS AND MORE THAN THREE-FOURTHS ARE ARTICLES FOUND IN APPROXIMATELY 50 DIFFERENT PROFESSIONAL JOURNALS. A USER INDEX IDENTIFIES THOSE SELECTIONS DEEMED, BY A PANEL OF JUDGES, TO BE OF INTEREST TO EACH OF SIX USER POPULATION CATEGORIES--RESEARCHERS, GUIDANCE PERSONNEL, TEACHERS, SCHOOL ADMINISTRATORS, WORK MANAGERS, AND GENERAL INTEREST. A TOPIC INDEX UTILIZING DETAILED TOPICAL BREAKDOWNS IDENTIFIES, ACCORDING TO GENERAL LEVEL OF ANALYSIS (INDIVIDUAL, COMMUNITY, SCHOOL TRANSITION, AND WORK ENVIRONMENT), ABSTRACTS WHICH RELATED MOST DIRECTLY TO SPECIFIC FACETS OF THE GENERAL AREA OF WORKER ADJUSTMENT PROBLEMS AS THEY PERTAIN TO YOUTH. AN AUTHOR INDEX AND A FIVE-PAGE INTRODUCTION PRESENTING AN OVERVIEW OF THE SCHOOL TO WORK TRANSITION PROBLEM ARE INCLUCED. A RELATED DOCUMENT, PROBLEMS IN THE TRANSITION FROM HIGH SCHOOL TO WORK AS PERVEIVED BY VOCATIONAL EDUCATORS, IS AVAILABLE AS VT 003 304 OR ED 016 811. THIS DOCUMENT IS AVAILABLE FOR $3.25 FROM THE CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION, THE OHIO STATE UNIVERSITY, 980 KINNEAR ROAD, COLUMBUS, OHIO 43212. (ET)
AIM/ARM: VT005631

5485 WORKER AND MANAGERIAL EXCELLENCE: MEXICO VS. THE UNITED STATES 1975
SNOONIAN, P.E.; MACBETH, T.G.
NEBRASKA JOURNAL OF ECONOMICS AND BUSINESS, VOL.14, NO.4, AUTUMN 1975, P. 33-38.
ECONOMICS, EXPANSION, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, MANAGEMENT, MEXICO, PERSONNEL MANAGEMENT
THE AUTHOR EXAMINES LABORER-MANAGEMENT EXCELLENCE IN MEXICO AND CONCLUDES THAT MEXICAN EXPANSION SHOULD BE OF A LABOR- INTENSIVE VARIETY.
MGMT: NJET5R0033

5486 THE WORKER AND THE JOB COPING WITH CHANGE. 74
ROSOW, JEROME M., ED.
AMERICAN ASSEMBLY, NEW YORK, N.Y.
NOTES: 218P.
CULTURAL FACTORS, ECONOMIC CHANGE, ECONOMIC FACTORS, ESSAYS, FUTURES (OF SOCIETY), JOB SATISFACTION, LABOR FORCE, LABOR UNIONS, NEGROES, ORGANIZATIONAL CHANGE, POLICY FORMATION, SOCIAL CHANGE, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK ENVIRONMENT, JOB ENRICHMENT
THE COLLECTION OF ESSAYS PRESENTS THE PROS AND CONS OF THE ASSERTATION IMPROVING THE PLACE, THE ORGANIZATION, AND THE NATURE OF WORK CAN LEAD TO BETTER WORK PERFORMANCE AND A BETTER QUALITY OF LIFE IN THE SOCIETY. IN THE OVERVIEW SECTION, DANIEL YANKELOVICH DISCUSSES MAN AND HIS RELATIONSHIP TO HIS FAMILY AND SOCIETY AT LARGE, WITH WORK AS THE TRADITIONAL LINCHPIN OF THESE RELATIONSHIPS. CULTURAL TRENDS AND THEIR RELATIONSHIP TO THE WORK ETHIC ARE DISCUSSED. ELI GINZBERG REVIEWS THE EMPLOYMENT-RELATED DIMENSIONS OF THE AMERICAN ECONOMY OVER THE PAST SEVERAL GENERATIONS, FOCUSING ESPECIALLY ON BLACKS, WOMEN, AND YOUTH. THE CONTEMPORARY ISSUES SECTION FOCUSSES ON WORKER SATISFACTION FROM THREE VIEWPOINTS GEORGE STRAUSS CONCENTRATES ON THE WORKERS THEMSELVES; AGIS SALPUKAS CONSIDERS THE FUTURE ROLE OF THE UNIONS IN IMPROVING THE QUALITY IN WORKING LIFE; AND PETER HENLE EXAMINES THE ECONOMIC EFFECTS OF WORKER SATISFACTION. THE THIRD SECTION CONSISTS OF TWO CHAPTERS FOCUSING ON CHANGE AND FUTURE. RICHARD E. WALTON PRESENTS THE FINDINGS OF RESEARCH ON INNIVATIVE RESTRUCTURING OF WORK, WHILE SAM ZAGORIA DISCUSSES POLICY IMPLICATIONS AND A FUTURE AGENDA FOR ACHIEVING JOB SATISFACTION. (A SUBJECT INDEX IS INCLUDED.) (AG)
ERIC: ED105137 PRENTICE-HALL, INC., ENGLEWOOD CLIFFS, NEW JERSEY 07632 ($2.45 PAPER COVER, $6.95 CLOTH COVER)

5487 THE WORKER AND THE PROFITABILITY OF THE STRIKE OCT 72
EATON, B. CURTIS
INDUSTRIAL AND LABOR RELATIONS REVIEW:26:1:670-679
COLLECTIVE BARGAINING, INDUSTRIAL RELATIONS, LABOR DEMANDS, LABOR ECONOMICS, LABOR PROBLEMS, MATHEMATICAL MODELS, STRIKES, LABOR FORCE PARTICIPANTS
EMPIRICAL ANALYSIS OF 26 CANADIAN STRIKES FINDS STRIKES PROFITABLE, ON THE WHOLE, TO EMPLOYEES. (AG)
ERIC: EJ065455

5488 WORKER CERTIFICATION PROGRAM UNDER THE IMMIGRATION AND NATIONALITY ACT, FISCAL YEAR 1968. 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 47P.
CERTIFICATION, FEDERAL LEGISLATION, GEOGRAPHIC DISTRIBUTION, IMMIGRANTS, LABORERS, OCCUPATIONS, TABLES (DATA), WORKING WOMEN, IMMIGRATION AND NATIONALITY ACT
THE VOLUME OF LABOR CERTIFICATIONS GRANTED TO FOREIGN WORKERS BY THE DEPARTMENT OF LABOR DURING THE FISCAL YEAR 1968 TOTALED 141,927, A 21.7 PERCENT INCREASE OVER FISCAL YEAR 1967 (116,499). THIS INCREASE IS ATTRIBUTED TO THE IMMIGRATION AND NATIONALITY ACT WHICH BECAME EFFECTIVE ON JULY 1, 1968. A SERIES OF TABLES DESCRIBES ALIEN WORKERS APPROVED FOR PERMANENT EMPLOYMENT ACCORDING TO OCCUPATION, GEOGRAPHIC REGION, AND COUNTRY OF BIRTH. PROCEDURES FOR OBTAINING WORKER CERTIFICATION AND TRENDS IN GEOGRAPHIC DISTRIBUTION AND OCCUPATIONS OF CERTIFIED ALIEN WORKERS ARE DESCRIBED IN THE NARRATIVE PORTION OF THE DOCUMENT. (CH)
ERIC: ED033219

5489 WORKER PERCEPTIONS OF OCCUPATIONAL SURVIVAL SKILLS WIN 77
NELSON, ROBERT E.;ONEIL, SHARON LUND
JOURNAL OF INDUSTRIAL TEACHER EDUCATION;14;2;34-42
EMPLOYEE ATTITUDES, JOB SKILLS, INDIVIDUAL CHARACTERISTICS, INTERPERSONAL COMPETENCE, EMPLOYMENT QUALIFICATIONS, SURVEYS, CURRICULUM DEVELOPMENT, VOCATIONAL EDUCATION, JOB SATISFACTION, BASIC SKILLS, OCCUPATIONAL SURVIVAL SKILLS
A SURVEY TO DETERMINE WORKER PERCEPTIONS OF THE TYPES OF SKILLS THAT ARE NEEDED TO SURVIVE IN THE WORLD OF WORK THAT ARE IN ADDITION TO THOSE SPECIFIC TECHNICAL SKILLS TAUGHT IN VOCATIONAL PROGRAMS. (EDITOR/TA)
ERIC: EJ156627

5490 WORKER RELOCATION A REVIEW OF U.S. DEPARTMENT OF LABOR MOBILITY DEMONSTRATION PROJECTS. FINAL REPORT. 27 APR 70
FAIRCHILD, CHARLES K.
SHELLY (E.F.) AND CO., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 179P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, PROGRAM EVALUATION, RELOCATION, UNEMPLOYED
THIS REPORT REVIEWS THE KNOWLEDGE GAINED IN 4 YEARS OF OPERATION OF LABOR MOBILITY DEMONSTRATION PROJECTS AND PROVIDES GUIDELINES ON THE DESIGN AND OPERATION OF A PERMANENT WORKER RELOCATION PROGRAM. DATA WERE GATHERED BOTH FROM WRITTEN MATERIAL COVERING THE EXPERIENCE OF EACH PROJECT AND FROM FIELD TRIPS TO SOME OF THE PROJECTS WHEN ADDITIONAL DATA WERE NEEDED FOR INTERPRETATIVE PURPOSES. MEASURED IN TERMS OF PROGRAM COSTS, TRAINING, RELOCATION, AND FINANCIAL ASSISTANCE, THE LABOR MOBILITY PROJECTS DEMONSTRATED THAT WORKER RELOCATION CAN BE USED EFFICIENTLY TO ASSIST UNEMPLOYED PEOPLE OF VARIOUS BACKGROUNDS AND SKILL LEVELS TO FIND EMPLOYMENT. AS A POSSIBLE METHOD TO ALLEVIATE STRUCTURAL UNEMPLOYMENT CAUSED BY CHANGES IN THE LOCATION AND COMPOSITION OF ECONOMIC ACTIVITY, WORKER RELOCATION CAN BE AN IMPORTANT PART OF A COMPREHENSIVE NATIONAL PROGRAM FOR MANPOWER DEVELOPMENT AND UTILIZATION. (SH)
ERIC: ED048441

5491 WORKER RELOCATION 1965 - 1972 A REVIEW OF THE RESEARCH AND OPERATIONS FINDINGS OF MDTA EXPERIMENTAL AND DEMONSTRATION PROJECTS 28 FEB 75
FEESMAN, CILLA J.;ZIMMERMAN, DAVID R.;BUSH, MARTHA
NORTHERN MICHIGAN UNIV., MARQUETTE. DIV. OF CONTINUING EDUCATION AND EXTENSION. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-21-26-74-34
NOTES: FINAL REPT. 299P
MANPOWER UTILIZATION, RURAL AREAS, DEMONSTRATION PROJECTS, NTISLABPEU
OPERATIONS REPORTS OF 29 MDTA EXPERIMENTAL AND DEMONSTRATION WORKER RELOCATION PROJECTS, AND RESEARCH REPORTS ON THREE SUCH PROJECTS, ARE REVIEWED AND THEIR FINDINGS ARE ANALYZED. IT IS CONCLUDED THAT (1) FUTURE E AND D RESEARCH PROJECTS SHOULD BE PROVIDED WITH MORE GUIDANCE IN THE AREA OF DATA GATHERING; (2) ADMINISTRATION OF FUTURE RELOCATION PROJECTS BY THE EMPLOYMENT SERVICES (ES) WILL REQUIRE OPERATIONAL MODIFICATIONS OF THE ES AND CONTRACTING OUT OF SUPPORTIVE SERVICES TO DISADVANTAGED CLIENTELE; (3) PREPROGRAM CHARACTERISTICS ARE NOT RELIABLE PREDICTORS OF SUFFICIENT DIFFERENCES IN NET RELOCATION (SUCCESS) RATES TO JUSTIFY THEIR USE AS SELECTION CRITERIA FOR PRIMARY WORKERS; (4) RELOCATION MAY BE CARRIED OUT WITH HIGH LEVELS OF COST EFFECTIVENESS IN A VARIETY OF SETTINGS. METHODOLOGICAL ANALYSES AND AN ANNOTATED BIBLIOGRAPHY OF PROJECT REPORTS ARE APPENDED.
NTIS: PB-254 744/6ST NTIS PRICES PC$9.25/MF$2.25

5492 WORKER RELOCATION 1965-1972 A REVIEW OF THE RESEARCH AND OPERATIONS FINDINGS OF MDTA EXPERIMENTAL AND DEMONSTRATION PROJECTS. 75
FEESMAN, CILLA J.;AND OTHERS
NORTHERN MICHIGAN UNIV., MARQUETTE. DIV. OF CONTINUING EDUCATION AND EXTENSION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. 21-25-74-34
NOTES: 307P.
ADMINISTRATIVE POLICY, COST EFFECTIVENESS, DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DEVELOPMENT, ECONOMIC RESEARCH, EMPLOYMENT, LABOR, MANPOWER UTILIZATION, MOBILITY, OCCUPATIONAL MOBILITY, RELOCATION, RESEARCH PROJECTS, TRAINING, UNEMPLOYMENT, UNSKILLED WORKERS, EMPLOYMENT SERVICE, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, MISSISSIPPI LABOR MOBILITY PROJECT, NORTH CAROLINA LABOR MOBILITY PROJECT, NORTHERN MICHIGAN LABOR MOBILITY PROJECT, UNITED STATES
THIS REPORT DEALS WITH THE OPERATIONS REPORTS OF 29 MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) EXPERIMENTAL AND DEMONSTRATION (E AND D) PROJECTS CONCERNING THE GEOGRAPHIC RELOCATION OF WORKERS UNDER THE MDTAS PROVISIONS AND ANALYZES BOTH THE DEMONSTRATION FINDINGS DEALING WITH PROGRAM FEASIBILITY, AND THE AVAILABLE EMPIRICAL RESEARCH CONCERNING THE ECONOMIC OUTCOMES OF THREE RELOCATION PROJECTS WHICH WERE EXTENSIVELY RESEARCHED. THE REPORT IS ORGANIZED INTO FOUR PARTS. PART 1 PRESENTS A BRIEF SUMMARY OF THE FINDINGS. PART 2 DISCUSSES RELOCATION POLICY AND REGIONAL ECONOMIC PROBLEMS IN THE U. S. PART 3 DEALS WITH THE ASSESSMENT OF THE RESEARCH PROJECTS. PART 4 INCLUDES APPENDICES OF METHODOLOGICAL ANALYSES, SUMMARY CHARTS AND ANNOTATED BIBLIOGRAPHIES OF OPERATIONAL E AND D REPORTS, AND A BIBLIOGRAPHY OF REFERENCES USED. THE REPORT CONCLUDES THAT (1) FUTURE E AND D RESEARCH PROJECTS SHOULD BE PROVIDED WITH MORE GUIDANCE IN THE AREA OF DATA GATHERING, (2) ADMINISTRATION OF FUTURE RELOCATION PROJECTS BY THE EMPLOYMENT SERVICES (ES) WILL REQUIRE OPERATIONAL MODIFICATIONS OF THE ES AND

(CONT.)
5492 CONTRACTING OUT OF SUPPORTIVE SERVICES TO DISADVANTAGED CLIENTELE, (3) PREPROGRAM CHARACTERISTICS ARE NOT RELIABLE PREDICTORS OF SUFFICIENT DIFFERENCES IN NET RELOCATION (SUCCESS) RATES TO JUSTIFY THEIR USE AS SELECTION CRITERIA FOR PRIMARY WORKERS, (4) RELOCATION MAY BE CARRIED OUT WITH HIGH LEVELS OF COST EFFECTIVENESS IN A VARIETY OF SETTINGS. (EDITOR/TA)
ERIC: ED127466 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5493 WORKER REQUIREMENTS AND METHODS OF ENTRY INTO HOME AND COMMUNITY OCCUPATIONS RELATED TO HOME ECONOMICS: BRIEF DESCRIPTIONS OF SPECIFIC OCCUPATIONS CLASSIFIED INTO SIX CLUSTERS, HIGHLIGHTS OF AREAS OF WORK AND WORKER TRAIT GROUPS FOR INDIVIDUAL OCCUPATIONS. PROFESSIONAL EDUCATION SERIES NO. HE-7. JAN 67
O'CONNELL, BEATRICE
NOTES: 204P.
EDUCATIONAL NEEDS, EMPLOYMENT QUALIFICATIONS, HOME ECONOMICS SKILLS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL HOME ECONOMICS, OCCUPATIONAL INFORMATION, OCCUPATIONS, DICTIONARY OF OCCUPATIONAL TITLES
DESCRIPTIONS OF 200 OCCUPATIONS FROM THE DICTIONARY OF OCCUPATIONAL TITLES VOLUME I DESIGNATE THE AREA OF WORK AND WORKER TRAIT GROUP AND THE REFERENCE PAGE IN VOLUME II OF THE DICTIONARY. EACH OCCUPATIONAL DESCRIPTION BRIEFLY OUTLINES HIGHLIGHTS OF WORK PERFORMED, WORKER REQUIREMENTS, AND TRAINING AND METHODS OF ENTRY. OCCUPATIONS ARE CLASSIFIED AND ALPHABETICALLY ARRANGED INTO ONE OF SIX CLUSTERS (1) FAMILY, CHILD CARE, CARE OF THE ELDERLY, AND HEALTH SERVICES, (2) CLOTHING, TEXTILES, AND RELATED ART, (3) FOODS AND NUTRITION, (4) HOUSING, EQUIPMENT, FURNISHINGS, AND RELATED ART, (5) DRY-CLEANING AND LAUNDRY SERVICES, AND (6) NON-DOMESTIC HOUSEKEEPING, CLEANING, MAINTENANCE, AND MISCELLANEOUS SERVICES. HOME ECONOMICS-RELATED OCCUPATIONS WERE IDENTIFIED BY INDEPENDENT ANALYSIS OF THE THIRD EDITION OF THE DICTIONARY OF OCCUPATIONAL TITLES, VOLUME I. LISTS WERE COMPARED AND ORGANIZED INTO CLUSTERS. VALUE JUDGMENTS OF 136 KNOWLEDGEABLE PERSONS WERE SOUGHT TO THREE QUESTIONS (1) IS THE OCCUPATION RELATED TO THE CLUSTER IN WHICH IT IS CLASSIFIED (2) TO WHAT EXTENT IS HOME ECONOMICS NEEDED FOR JOB COMPETENCE OR JOB TRAINING (3) WHAT OTHER PROFESSIONAL, BUSINESS, OR INDUSTRIAL GROUPS ARE INVOLVED RESULTS FROM THE VALUE JUDGEMENTS WERE THE BASIS FOR SELECTION OF THE OCCUPATIONS TO BE INCLUDED IN THE LISTING. RELATED DATA ARE AVAILABLE IN VT 002 621. (FP)
AIM/ARM: VT012611

5494 WORKER TRAITS TRAINING UNIT. MA HANDBOOK NO. 314. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 35P.
CAREER PLANNING, COUNSELOR TRAINING, EMPLOYMENT INTERVIEWS, EMPLOYMENT QUALIFICATIONS, INFORMATION SEEKING, JOB SEARCH METHODS, LEARNING ACTIVITIES, PERSONNEL DATA, PERSONNEL SELECTION, SKILL ANALYSIS, TEACHING GUIDES, UNIT PLAN, VOCATIONAL COUNSELING, WORK ATTITUDES, WORKER TRAITS ARRANGEMENT
THIS TRAINING UNIT PROVIDES PERSONS INVOLVED IN EMPLOYMENT INTERVIEWING, VOCATIONAL COUNSELING, CURRICULUM PLANNING, AND OTHER MANPOWER ACTIVITIES WITH A MULTIFACTOR APPROACH FOR OBTAINING INFORMATION FROM AN INDIVIDUAL AND RELATING THE DATA TO JOB REQUIREMENTS. IT IS INTENDED TO RESULT IN THE DEVELOPMENT OF THE BRIDGE BETWEEN CLIENT POTENTIAL AND EXPERIENCE AND THE REQUIREMENTS OF JOBS, PARTICULARLY FOR CLIENTS WHO NEED TO MAKE OCCUPATIONAL OR CAREER CHOICES OR CHANGES. THE UNIT CONTAINS TWO TRAINING SESSIONS (WHICH INCLUDE ACTIVITIES REQUIRING USE OF THE DICTIONARY OF OCCUPATIONAL TITLES--VOLUMES I, II, AND THE TWO SUPPLEMENTS, HANDBOOK FOR ANALYZING JOBS, AND GUIDE FOR RELATING GENERAL EDUCATIONAL DEVELOPMENT TO CAREER PLANNING.) AND THREE APPENDIXES. SESSION I, APPLICATION OF WORKER TRAITS TO CLIENT APPRAISAL, OUTLINES TECHNIQUES FOR OBTAINING INFORMATION FROM THE CLIENT IN TERMS OF WORKER TRAITS, AND REQUIRES PARTICIPANTS TO PRACTICE DEVELOPING WORKER TRAITS PROFILES FOR THE CLIENTS IN THE CASE HISTORIES PROVIDED. SESSION II, UTILIZATION OF WORKER TRAITS ARRANGEMENT (WTA) IN FORMULATING VOCATIONAL GOALS, OUTLINES TECHNIQUES AND PROCEDURES FOR RELATING DATA ABOUT THE CLIENT TO APPROPRIATE CAREER AREAS OF SPECIFIC OCCUPATIONS. IT CONTAINS A STEP-BY-STEP PROCEDURE FOR RELATING THE CLIENT DATA PROFILE TO THE PROFILE OF JOB REQUIREMENTS FOR THE WTA GROUP(S), AND OTHER ACTIVITIES. APPENDIX A CONTAINS PRACTICE EXERCISES. APPENDIX B CONTAINS AN INTRODUCTION TO WORKER TRAITS, AND ORIENTATION TO WORKER TRAITS ARRANGEMENT (WTA) IS PROVIDED IN APPENDIX C. (TA)
ERIC: ED132368

5495 WORKER, HOUSEWIFE, MOTHER ROLE DECISIONS OF YOUNG WOMEN (A LONGITUDINAL STUDY OF BIRTH EXPECTATIONS). AUG 75
SUTER, LARRY E.;WAITE, LINDA J.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 43P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN SOCIOLOGICAL ASSOCIATION (SAN FRANCISCO, CALIFORNIA, AUGUST 23-29, 1975)
COMMUNICATION PROBLEMS, CORRELATION, FAMILY LIFE, FAMILY RELATIONSHIP, FEEDBACK, INTERACTION PROCESS ANALYSIS, LEISURE TIME, MARRIAGE, RELATIONSHIP, RESEARCH PROJECTS
THE EARLY 1970S WAS A PERIOD OF RAPID DECLINE FOR ALL FERTILITY INDICATORS IN THE UNITED STATES. THIS PAPER EXPLORES SOME OF THE REASONS FOR THIS DECLINE. DATA FROM A NATIONAL LONGITUDINAL SURVEY OF YOUNG WOMEN ARE USED TO EXAMINE CHANGES IN EXPECTATIONS FOR LIFETIME BIRTHS FROM 1971 TO 1973. THESE YOUNG WOMEN DECREASED THEIR BIRTH EXPECTATIONS SUBSTANTIALLY OVER THIS TWO-YEAR PERIOD FROM AN AVERAGE OF 2.7 TO 2.4 BIRTHS PER WOMAN. THE RELATIONSHIP OF CHANGES IN BIRTH EXPECTATIONS TO SOCIAL AND DEMOGRAPHIC CHARACTERISTICS OF THE WOMAN WERE EXPLORED. THE ANALYSIS OF THESE LONGITUDINAL DATA

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5495 SHOWED THAT EXPECTED FAMILY SIZE FELL DRAMATICALLY FOR ALL WOMEN REGARDLESS OF AGE, MARITAL STATUS, EDUCATIONAL LEVELS, RACE, AGE AT MARRIAGE, CURRENT FAMILY SIZE, OR LABOR FORCE STATUS. ATTITUDES TOWARD WOMENS ROLE AND FAMILY FINANCIAL STATUS AS MEASURED IN THIS RESEARCH HAD NO SIGNIFICANTLY SYSTEMATIC IMPACT ON YOUNG WOMENS FAMILY SIZE EXPECTATIONS. CONCERN FOR POPULATION GROWTH DID SHOW A SUBSTANTIAL EFFECT ON REDUCING EXPECTED FAMILY SIZE. THE EVIDENCE IN THIS PAPER SUGGESTS THAT A STRONG CONSENSUS HAS DEVELOPED THAT FAMILIES IN THE UNITED STATES SHOULD BE LIMITED TO TWO CHILDREN. (AUTHOR)
ERIC: ED122185

5496 WORKERS ATTITUDES AND THE ACCEPTABILITY OF SHIFTWORK IN NEW ZEALAND MANUFACTURING INDUSTRY. RESEARCH PAPER NO. 12. 69
GRIEW, STEPHEN;PHILIPP, EILEEN
NEW ZEALAND INST. OF ECONOMIC RESEARCH, INC.
NOTES: 74P.
MANPOWER UTILIZATION, EMPLOYEE ATTITUDES, SKILLED WORKERS, SEMISKILLED WORKERS, UNSKILLED WORKERS, WORKING HOURS, WORK ATTITUDES, FOREIGN COUNTRIES, MALES, FEMALES, IMMIGRANTS, BIBLIOGRAPHIC CITATIONS, TABLES (DATA), NEW ZEALAND
THE ACCEPTABILITY OF SHIFTWORK TO INDUSTRIAL WORKERS IN NEW ZEALANDS LABOR FORCE WAS INVESTIGATED. DATA WERE COLLECTED BY A 12-FACTOR QUESTIONNAIRE WHICH COVERED PROSPECTS OF PROMOTION, TYPE OF WORK, THE FIRMS REPUTATION, FELLOW WORKERS, FOREMEN AND SUPERVISORS, SECURITY OF EMPLOYMENT, NIGHT WORK, PAY, EXTRA BENEFITS, WORKING CONDITIONS AND SURROUNDINGS, HOURS OF WORK, AND SHIFTWORK. THE SAMPLE CONSISTED OF 2,657 EMPLOYEES (2,082 MALES AND 575 FEMALES) OF 124 MANUFACTURING ESTABLISHMENTS REPRESENTING ALL TYPES OF MANUFACTURING INDUSTRY. BECAUSE OF THE GREATER RELEVANCE WHICH NIGHT WORK AND SHIFT WORK HAS FOR SKILLED, SEMISKILLED, AND UNSKILLED WORKERS, DETAILED DIFFERENTIAL ANALYSIS WAS MADE OF THE RESPONSES FROM 1,314 MALE WORKERS IN THESE CATEGORIES ACCORDING TO AGE, MARITAL STATUS, NUMBER OF DEPENDENTS, ORIGIN, JOB STABILITY, REGION, AND THE EXISTENCE OF FULL OR MODIFIED SHIFTWORK IN THE FIRM OF PRESENT EMPLOYMENT. THE FINDINGS INCLUDE (1) ACCEPTABILITY DECREASES SHARPLY WITH ADVANCING AGE, (2) MARRIAGE DOES NOT APPEAR TO BE A STRONG DETERMINANT OF NEGATIVE ATTITUDE, (3) REGIONAL DIFFERENCES DO NOT APPEAR TO EXIST, (4) NATIVE-BORN NEW ZEALANDERS AND IMMIGRANTS DO NOT DIFFER SIGNIFICANTLY, AND (5) THE PRACTICE OF SHIFT WORK AND NIGHT WORK IS QUITE LIKELY TO ENHANCE THEIR ACCEPTABILITY. (CH)
AIM/ARM: VT009570

5497 WORKERS BUREAUCRATIC PREDISPOSITIONS AND JOB REQUIREMENTS. OCT 72
ETZIONI, AMITAI;AND OTHERS
CENTER FOR POLICY RESEARCH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: +42P.
ATTITUDE TESTS, CHANGING ATTITUDES, EMPLOYEES, EMPLOYMENT QUALIFICATIONS, JOB SATISFACTION, JOB SKILLS, MEASUREMENT TECHNIQUES, MOTIVATION, NEEDS, TEST RELIABILITY, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, JBQ, JOB DESCRIPTION QUESTIONNAIRE, TBS, TOLERANCE FOR BUREAUCRATIC STRUCTURE
TO DEVELOP AND VALIDATE TWO DEVICES TO MEASURE INDIVIDUALS TOLERANCE FOR STRUCTURE AND THE DEGREE OF STRUCTURE IN JOB REQUIREMENTS AS WELL AS TO MEASURE THE CORRELATES OF TOLERANCE FOR STRUCTURE AND JOB-PERSONALITY CONGRUENCE, 2,500 PERSONS IN VARIED OCCUPATIONAL CAPACITIES WERE ADMINISTERED THE TOLERANCE FOR BUREAUCRATIC STRUCTURE (TBS) INSTRUMENT AND JOB DESCRIPTION QUESTIONNAIRE (JDQ). FINDINGS SEEM TO SUGGEST THAT PEOPLE HAVE SOME SET PREFERENCES IN TERMS OF THEIR WORK, WHICH ARE NOT EASILY CHANGED ONCE THEY REACH MATURITY. IT WOULD FOLLOW FROM THE STUDY THAT ALL MAIN CATEGORIES OF JOBS SHOULD BE CHARACTERIZED FROM THE VIEWPOINT OF THE LEVEL OF BUREAUCRATIZATION (OR TIGHTNESS) THEY PRESENTLY REQUIRE AND THAT PERSONS SEEKING JOBS OR TRANSFERS BE GIVEN THE OPPORTUNITIES TO TEST THEMSELVES OR BE TESTED BY THE TBS SCALE WITH THEIR SCORE INTERPRETED TO THEM. FURTHER, PEOPLE SHOULD BE ADVISED TO SEEK JOBS WHICH ARE COMPATIBLE WITH THEIR PREDISPOSITIONS OR AT LEAST TO AVOID THOSE IN WHICH THEY ARE LIKELY TO BE UNCOMFORTABLE. (AUTHOR/SN)
ERIC: ED075677

5498 WORKERS ON LAYOFF: A COMPARISON OF TWO DATA SERIES 1976
BRADSHAW, T.F.; SCHOLL, J.L.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.11, NOV 1976, P. 29-33. BIBLIOG. 4
ECONOMICS, LAYOFF, RECESSION, STATISTICS, SURVEY, UNEMPLOYMENT
THE CURRENT POPULATION SURVEY (CPS) AND LABOR TURNOVER MEASURES OF LAYOFF DIFFER IN DEFINITION AND CONCEPT. THE LAYOFF AND UNEMPLOYMENT DATA ARE ANALYZED IN TERMS OF SEX, RACE, AGE GROUP.
MGMT: UML76K0029

5499 WORKERS PLIGHT: PAY CUT OR LAYOFF 1975
BUSINESS WEEK, NO.2373, MARCH 24, 1975, P. 31-32.
AUTOMOBILE INDUSTRY, CONSTRUCTION INDUSTRY, ECONOMIC TRENDS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR UNIONS, LAYOFF, MANAGEMENT, UNEMPLOYMENT, WAGES
PAY CUTS ARE BEING ACCEPTED BY MORE WORKERS TO AVOID LARGE SCALE LAYOFF. SOME SHORTER WORK WEEKS ARE USED AS ALTERNATIVE TO EITHER.
MGMT: BWE75C2431

5500 WORKERS UNIVERSITIES IN YUGOSLAVIA FEB-MAY 71
MCCULLOUGH, ELLEN
ASPBAE JOURNAL:5:3-4:21-8
ADULT EDUCATION, ADULT PROGRAMS, ADULT VOCATIONAL EDUCATION, INDUSTRIAL TRAINING, TEACHING TECHNIQUES, TECHNICAL EDUCATION
DISCUSSES HOW THE YUGOSLAV SYSTEM OF WORKERS UNIVERSITIES DIFFERS FROM OTHERS. ITS DEVELOPMENT, CURRICULUM, SPECIAL FIELDS OF INSTRUCTION, EXPERIMENTATION AND ORGANIZATION ARE EXAMINED. (PB)
ERIC: EJ046446

5501 WORKING CHILDREN A REPORT ON CHILD LABOR. APR 71
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 21P.
CHILD LABOR, CHILD LABOR LEGISLATION, FEDERAL LEGISLATION, MINIMUM WAGE, WORK ENVIRONMENT, WORKING HOURS, YOUTH EMPLOYMENT, FAIR LABOR STANDARDS ACT
THIS REPORT EXPLAINS THE APPLICABILITY OF THE FAIR LABOR STANDARDS ACT TO CHILD LABOR. STATISTICS ARE PROVIDED ON VIOLATIONS WHICH OCCURRED DURING FISCAL YEAR 1970, AND INDIVIDUAL CASES ARE DESCRIBED. THIS DOCUMENT IS A REVISION OF ED 044 498. (BH)
ERIC: ED055197

5502 WORKING MEN AND WOMEN INTER- AND INTRA-ROLE CONFLICT SUM 77
HERMAN, JEANNE B.:GYLLSTROM, KAREN K.
PSYCHOLOGY OF WOMEN QUARTERLY:1:4:319-333
SEX DIFFERENCES, ROLE CONFLICT, ROLE PERCEPTION, WORKING WOMEN, WORK ATTITUDES, SOCIAL FACTORS, MALES, FEMALES, HIGHER EDUCATION, RESEARCH PROJECTS, SEX STEREOTYPES
HYPOTHESES ABOUT SEX DIFFERENCES AND INTER-SOCIAL ROLE AND INTRA-WORK ROLE CONFLICT WERE TESTED IN A UNIVERSITY SETTING. RESULTS INDICATE THAT INTER-ROLE CONFLICT IS PRIMARILY A FUNCTION OF THE NUMBER OF SOCIAL ROLES HELD. THERE WAS NO NUMBER OF SOCIAL ROLES BY SEX INTERACTION. (AUTHOR)
ERIC: EJ160196

5503 WORKING MOTHERS A WORLD OF PROBLEMS NOV 75
MANPOWER (SPECIAL ISSUE WOMANPOWER):7:11:2-9
WORLD PROBLEMS, WORKING WOMEN, MOTHERS, CHILD CARE, CHILD CARE CENTERS, CULTURAL DIFFERENCES, ROLE CONFLICT, FAMILY PROBLEMS
ERIC: EJ125461

5504 WORKING MOTHERS AND THE NEED FOR CHILD CARE SERVICES. MAY67
WOMENS BUREAU (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 24P.
AGE, CHILD CARE, FAMILY CHARACTERISTICS, FAMILY INCOME, MOTHERS, NATIONAL SURVEYS, STATISTICAL DATA, WORKING WOMEN
DATA AND CHARTS DOCUMENT THE RISING NUMBER OF WORKING MOTHERS IN THE UNITED STATES TODAY AND THE INCREASING NEED FOR CHILD CARE SERVICES. DATA WERE OBTAINED FROM U.S. DEPARTMENTS OF LABOR, COMMERCE, AND HEALTH, EDUCATION, AND WELFARE. NEARLY 10 MILLION MOTHERS WITH CHILDREN UNDER 18 YEARS OF AGE WERE WORKERS IN MARCH 1966. MORE THAN ONE OF THREE MOTHERS WAS A WORKER IN MAY 1967. IT IS CONSERVATIVELY ESTIMATED THAT BY 1980, 5.3 MILLION MOTHERS 20 TO 44 YEARS OF AGE WITH CHILDREN UNDER 5 YEARS OF AGE WILL BE WORKERS -- A 43 PERCENT INCREASE OVER 1970. MORE THAN 17 MILLION CHILDREN UNDER 18 YEARS OF AGE HAD WORKING MOTHERS IN MARCH 1965. OF THESE CHILDREN, 4.5 MILLION WERE UNDER SIX YEARS OF AGE. IN FEBRUARY 1965, A NATIONAL SURVEY OF 6.1 MILLION MOTHERS WHO WORKED 27 WEEKS OR MORE IN 1964 WAS MADE TO ASCERTAIN HOW THE CHILDREN OF WORKING MOTHERS WERE CARED FOR. FINDINGS WERE (1) NEARLY HALF WERE CARED FOR IN THEIR OWN HOMES BY THEIR FATHERS, OTHER RELATIVES, BABYSITTERS, OR HOUSEKEEPERS, (2) 29 PERCENT WERE CARED FOR BY THEIR MOTHERS WHO EITHER WORKED ONLY DURING THEIR CHILDRENS SCHOOL HOURS OR TOOK CARE OF THEM WHILE WORKING, (3) 15 PERCENT WERE CARED FOR AWAY FROM HOME, AND (4) 8 PERCENT LOOKED AFTER THEMSELVES. TOO MANY CHILDREN HAD EITHER QUESTIONABLE OR COMPLETELY INADEQUATE CARE. (PS)
ERIC: ED014580

5505 WORKING MOTHERS AND THEIR CHILDREN JUN 70
MEAD, MARGARET
MANPOWER:2:6:3-6
CHILD DEVELOPMENT, CHILDHOOD NEEDS, DAY CARE SERVICES, EARLY EXPERIENCE, WORKING WOMEN
HOW OUR TECHNOLOGY AND SOCIAL STRUCTURE ADVERSELY AFFECT STABILITY AND CONTINUITY OF CARE FOR INFANTS WHOSE MOTHERS WORK OUTSIDE THE HOME. VARIOUS SOLUTIONS TO THE RESULTING PROBLEMS ARE SUGGESTED. (RH)
ERIC: EJ023343

5506 WORKING ON THE SCANLON PLAN 1974
HILL, R.
INTERNATIONAL MANAGEMENT, VOL.29, NO.10, OCT 1974, P. 39-43.
COMPENSATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MOTIVATION, PARTICIPATIVE MANAGEMENT, PRODUCTION, PRODUCTIVITY, PROFIT SHARING
DESCRIPTION OF A BONUS INCENTIVE PLAN THAT EMPLOYEES PARTICIPATE IN, IN DIRECT PROPORTION TO THEIR CONTRIBUTION TO INCREASED PROFITS FROM THEIR SUGGESTIONS.
MGMT: IMG74J0039

5507 A WORKING REMEDY FOR THE HANDICAPPED FEB 76
BAKER, B. KIMBALL
WORKLIFE:1:2:29-32
REHABILITATION CENTERS, PROGRAM DESCRIPTIONS, DISADVANTAGED GROUPS, ON THE JOB TRAINING, EDUCATIONAL PROGRAMS, NATIONAL PROGRAMS, PARTICIPANT CHARACTERISTICS, PHYSICALLY HANDICAPPED, MANPOWER UTILIZATION, ASSOCIATION OF REHABILITATION FACILITIES, ARF
PROGRAMS HAVE BEEN DEVELOPED IN REHABILITATION FACILITIES THROUGHOUT THE COUNTRY FOR HIRING AND TRAINING UNEMPLOYED, UNDEREMPLOYED, AND HANDICAPPED WORKERS. THE ASSOCIATION OF REHABILITATION FACILITIES AND THE DEPARTMENTS OF LABOR AND HEW ARE SPONSORS. ON THE JOB AND CLASSROOM TRAINING IS FOR ENTRY-LEVEL POSITIONS AND UPGRADED JOBS. (LH)
ERIC: EJ132215

5508 WORKING SENIORS PROVE THEIR METTLE OCT 75
HULSEY, STEVE
MANPOWER:7:10:23-5
COUNTY PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT OPPORTUNITIES, SENIOR CITIZENS, FEDERAL AID, FEDERAL LEGISLATION, JOB PLACEMENT, OLDER ADULTS, PART TIME JOBS, PROGRAM DESCRIPTIONS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, SENIORS AT WORK, SAW, CETA, FLORIDA
ERIC: EJ125390

5509 WORKING WIVES A RACIAL COMPARISON NOV 76
BECKETT, JOYCE O.
SOCIAL WORK:21:6:463-473
WORKING WOMEN, SOCIAL WORKERS, LABOR FORCE, SOCIAL SERVICES, BEHAVIOR PATTERNS, HELPING RELATIONSHIP, RESEARCH PROJECTS, RACIAL DIFFERENCES, ROLE CONFLICT, FAMILY ROLE
RESEARCH STUDIES REVEAL IMPORTANT DIFFERENCES IN THE WORKING PATTERNS OF WHITE WIVES AND OF BLACK WIVES. THE AUTHOR ANALYZES THESE DIFFERENCES AND POINTS OUT HOW THEY MAY AFFECT THE TASKS OF SOCIAL WORK PRACTITIONERS WHO ARE DEALING WITH BLACK AS WELL AS WHITE FAMILIES IN WHICH WIVES ARE WORKING. (AUTHOR)
ERIC: EJ147868

5510 WORKING WOMEN AND THE AMERICAN ECONOMY. 67
KEYSERLING, MARY DUBLIN
NOTES: 3P.
FAMILY INCOME, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, MARITAL STATUS, SPEECHES, WORKING WOMEN
AMERICAN WOMEN HAVE MADE A LARGE AND GROWING CONTRIBUTION TO FAMILY INCOME PROGRESS SINCE 1940. THE NUMBER OF WOMEN IN THE WORKING FORCE HAS DOUBLED. THIS INCREASE REFLECTS THE DRAMATIC CHANGE IN WOMENS WORK-LIFE PATTERNS. THERE HAS BEEN A MARKED INCREASE IN THE EMPLOYMENT OF WOMEN OVER 35. THE WOMAN MOST LIKELY TO BE A WAGE EARNER IN 1967 WAS 45-54 YEARS OLD, AND OF THOSE IN THAT AGE GROUP WITH 5 YEARS OR MORE HIGHER EDUCATION, OVER 90 PERCENT WERE IN THE WORK FORCE. THIS MAJORITY OF MATURE WORKING WOMEN REFLECTS THE NEW REALITIES IN WOMENS LIVES. WOMEN MARRY YOUNGER, HALF BY 21 YEARS OF AGE, AND THEY BEAR CHILDREN YOUNGER. HALF HAVE THEIR LAST CHILD BY THE TIME THEY ARE 30. LIGHTENED HOUSEHOLD TASKS HAVE PROVIDED MORE TIME. EXPANDED EDUCATIONAL OPPORTUNITIES HAVE CONTRIBUTED NEW SKILLS AND INTERESTS. THE RAPIDLY EXPANDING ECONOMY HAS PROVIDED THE JOBS, AND WOMEN HAVE SOUGHT THEM BECAUSE THEY NEEDED THE MONEY. IN 1966, 16 MILLION WIVES WERE IN THE LABOR FORCE. OF ALL HUSBAND-WIFE FAMILIES WITH WORKING WIVES, ONLY 6 PERCENT LIVED IN POVERTY, 28 PERCENT WERE IN THE $3,000-$7,000 INCOME BRACKET, AND 56 PERCENT HAD INCOMES OF $7,000-$15,000. WIVES WAGES BOOSTED THE FAMILY INCOME LEVEL ALTHOUGH ONLY A SMALL PROPORTION WERE HIGH. IN 1965, 4.5 PERCENT OF THE WIVES EARNED $7,000 A YEAR OR MORE, A 76 PERCENT INCREASE OVER 1964. WOMENS WAGE AND SALARY EARNINGS IN 1966 WERE ESTIMATED TO BE $90 BILLION, WHICH IS ABOUT 23 PERCENT OF THE NATIONS TOTAL. THE INCREASING DEMAND FOR TECHNICAL AND PROFESSIONAL PERSONNEL WILL PROVIDE OPPORTUNITIES FOR WELL-TRAINED WOMEN IN HIGHER LEVEL AND BETTER PAYING JOBS. NEW LEGISLATION WHICH IS COUNTERACTING DISADVANTAGE WILL ADD TO WOMENS RELATIVE WORK-ROLE POSITION. THIS SPEECH WAS GIVEN BEFORE THE D-A-Y WORKSHOP ON THE HOMEMAKER WHO EARNS, NEW YORK CITY, JANUARY 31, 1967. (FP)
AIM/ARM: VT003760

5511 WORKING WOMEN AND WOMANS WORK A DEMOGRAPHIC PERSPECTIVE ON THE BREAKDOWN OF SEX ROLES. JUN 75
MORRISON, PETER A.;WHEELER, JUDITH P.
RAND CORP., SANTA MONICA, CALIF.
NOTES: 9P.
DEMOGRAPHY, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, FAMILY (SOCIOLOGICAL UNIT), FAMILY STATUS, FAMILY STRUCTURE, FEMINISM, HOUSEWIVES, SEX ROLE, SEX STEREOTYPES, SOCIAL ATTITUDES, SOCIAL CHANGE, SOCIOCULTURAL PATTERNS, TREND ANALYSIS, WORK ATTITUDES, WORKING WOMEN
THIS PAPER EXAMINES SEVERAL RECENT DEMOGRAPHIC TRENDS THAT FURNISH INSIGHTS INTO CHANGING VIEWS OF WOMENS ROLES AND FAMILY ARRANGEMENTS AMONG YOUNG PEOPLE (1) THE RISING PROPORTION OF WOMEN (ESPECIALLY WIVES WITH YOUNG CHILDREN) IN THE LABOR FORCE, (2) THEIR INCREASING REPRESENTATION IN TRADITIONALLY MALE OCCUPATIONS, (3) LATER AGE AT FIRST MARRIAGE, (4) THE INCREASING INCIDENCE OF NON-FAMILY LIVING ARRANGEMENTS, AND (5) THE DECLINE IN FAMILY SIZE EXPECTATIONS. THESE TRENDS INDICATE A WEAKENING OF SEX-ROLE STEREOTYPES AND GREATER FLEXIBILITY IN FAMILY LIVING ARRANGEMENTS. THE PRESENT YOUNGER GENERATION HAS BEEN STEEPED IN IDEAS OF SEXUAL EQUALITY AND IN TURN PROMOTES THEM. THIS CHANGE MAY EVENTUALLY STIMULATE THE DEVELOPMENT OF A WHOLE NEW INDUSTRY--THE HOUSEWORK

(CONT.)
5511 INDUSTRY--AND THE DESEXING OF WOMANS WORK THANKS, IRONICALLY, TO WOMEN WORKING. (AUTHORS)
ERIC: ED134403

5512 WORKINGMEN IN SAN FRANCISCO, 1880-1901 AUG 77
TYGIEL, JULES EVERETT
CALIFORNIA UNIV., LOS ANGELES. DEPT. OF HISTORY.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-06-75-24
NOTES: FINAL REPT. 452P
LABOR UNIONS, SAN FRANCISCO(CALIFORNIA), NTISLABREU
THIS STUDY TRACES THE SOURCES OF UNITY AND DISUNITY AMONG THE WORKINGMEN OF SAN FRANCISCO BY LOOKING AT DEVELOPMENTS IN THE HOMES AND WORKPLACES OF THREE GROUPS OF WAGE EARNERS, THE CARPENTERS, TEAMSTERS, AND DAY LABORERS OF SAN FRANCISCO BETWEEN 1880 AND 1901. AFTER 1880, CHANGES PRODUCED BY INDUSTRIALIZATION SOMETIMES MERGED AND SOMETIMES FRAGMENTED THE INTERESTS OF THE WORKINGMEN. SKILL DILUTION AND DECLINING SOCIAL MOBILITY BROUGHT THE WORKERS TOGETHER, WHILE THE INCREASED ABILITY OF THE SKILLED WORKERS TO FORM FAMILIES, MOVE TO THE SUBURBS, AND BUY HOMES DISTINGUISHED THEM FROM THE TEAMSTERS AND LABORERS. THESE DEVELOPMENTS HAD A DUAL EFFECT. ON THE ONE HAND THEY PROVIDED A FERTILE BREEDING GROUND FOR COLLECTIVE ACTIVITIES AMONG BLUE COLLAR WAGE EARNERS. HOWEVER, CONTRADICTORY TRENDS HAD ALSO ENCOURAGED THE GROWTH OF A LABOR ARISTOCRACY WHICH SAW ITS INTERESTS AS DISTINCT FROM OTHER WORKINGMEN. IN THE TWENTIETH CENTURY, SAN FRANCISCO WAS TO HAVE A POWERFUL, YET DIVIDED LABOR MOVEMENT.
NTIS: PB-274 486/6ST NTIS PRICES PC A20/MF A01

5513 THE WORKPLACE REACHES OUT A STUDY OF ORGANIZATIONAL IMPROPRIATION. VOLUMES 1 AND 2. FINAL REPORT. JAN 74
KLAUSNER, SAMUEL Z.;AND OTHERS
CENTER FOR RESEARCH ON THE ACTS OF MAN, PHILADELPHIA, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 554P.
BIBLIOGRAPHIES, CASE STUDIES, COMMUNITY SERVICES, ECONOMIC RESEARCH, EMPLOYER EMPLOYEE RELATIONSHIP, FRINGE BENEFITS, HUMAN SERVICES, JOB SATISFACTION, OPERATIONS RESEARCH, SERVICES, SOCIOECONOMIC INFLUENCES, SPECIAL SERVICES, WORK ATTITUDES
VOLUME 1 OF THE REPORT OPENS WITH A SERIES OF CASE STUDIES OF SERVICES AT THE WORKPLACE. THESE QUALITATIVE SURVEYS FORMED THE BASIS FOR A MORE SYSTEMATIC ANALYSIS OF THE ARRAY OF SERVICES TO EMPLOYEES AND TO THE COMMUNITY. THE CASE STUDIES EXAMINE TWO OCCUPATIONS (SEAFARING AND THE MILITARY), TWO COUNTRIES (JAPAN AND ISRAEL), A SPECIAL WORKER POPULATION (FEMALE LABOR FORCE), AND SERVICES IN THE CONTEXT OF FIVE INDUSTRIES (A WORLD TRADE CORPORATION, HOSPITAL, BANK, INDUSTRIAL SITE, AND AN INTERNATIONAL CONGLOMERATE). ON THE BASIS OF THE CASE STUDIES, A METHOD WAS DEVISED FOR ANALYZING SERVICES IN A MORE QUANTITATIVE MANNER. THE DATA WERE GATHERED AND INTERPRETED TO REVEAL THE SOCIAL AND ECONOMIC CONDITIONS UNDER WHICH SERVICES EMERGE. VOLUME 2 OFFERS A 63-PAGE BIBLIOGRAPHY AND FIVE APPENDIXES. THE FIRST (11 PAGES) DESCRIBES THE DELAWARE VALLEY SETTING OF THE STUDY AND HOW THE SAMPLE WAS DRAWN. THE SECOND (5 PAGES) DISCUSSES SECURING INDUSTRIAL COOPERATION. THE THIRD (13 PAGES) DESCRIBES DEVELOPMENT OF THE RESEARCH INSTRUMENT. AN EVALUATION OF FIELD TECHNIQUES FOR RESEARCH ON COMPLEX FORMAL ORGANIZATIONS (13 PAGES) FORMS THE FOURTH APPENDIX. THE FIFTH (125 PAGES) PRESENTS FREQUENCY DISTRIBUTIONS OF RESPONSES TO ALL ITEMS FOR WHICH DATA WERE GATHERED. (NH)
ERIC: ED099524 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

5514 WORKSHOP FOR IMPROVING VOCATIONAL EDUCATION IN CORRECTIONAL INSTITUTIONS. FINAL REPORT. JAN 76
CRONIN, F. PATRICK;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF MANPOWER TRAINING AND DEVELOPMENT.; OHIO STATE DEPT. OF EDUCATION, COLUMBUS. DIV. OF VOCATIONAL EDUCATION.
NOTES: 49P.; WORKSHOP HELD AT THE CENTER FOR VOCATIONAL EDUCATION, OHIO STATE UNIVERSITY, OCTOBER 29-31, 1975; FOR RELATED DOCUMENT, SEE CE 007 413; AN ANNOUNCEMENT OF THE WORKSHOP FROM THE COPYRIGHTED AMERICAN VOCATIONAL JOURNAL WAS REMOVED FROM PAGE 14
CORRECTIONAL EDUCATION, CORRECTIVE INSTITUTIONS, EVALUATION METHODS, PARTICIPANT SATISFACTION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, VOCATIONAL EDUCATION, WORKSHOPS
THIS FINAL REPORT PROVIDES A BRIEF REVIEW OF THE PLANS, ACTIVITIES, AND OUTCOMES OF THE WORKSHOP. AN OUTLINE OF PROGRAM PERFORMANCE ON THE EDUCATION PROFESSIONS DEVELOPMENT ACT REPORT FORM IS FOLLOWED BY A NARRATIVE REPORT WITH EXPANDED COMMENTS ON EACH OF THE OUTLINED SECTIONS ACCOMPLISHMENTS, MAJOR ACTIVITIES, PROBLEMS, PUBLICITY ACTIVITIES, DISSEMINATION ACTIVITIES, PROGRESS ON DATA COLLECTION, AND EVALUATION PLANS AND PROCEDURES. THE WORKSHOP EVALUATION PROCEDURES ARE DESCRIBED WITH AN ANALYSIS OF THE DATA AND PRESENTATION OF THE RESULTS. THE EXTENT TO WHICH THE OBJECTIVES WERE ACHIEVED IS BRIEFLY DISCUSSED. IT WAS FELT THAT THE WORKSHOP IDENTIFIED IMPORTANT NEEDS, BEGAN TO FORMULATE SOLUTIONS, PROVIDED A FORUM FOR AN EXCHANGE OF IDEAS, AND IDENTIFIED AND UTILIZED TOP LEADERS IN THE FIELD. IN THE REALIZATION OF THE FINAL REPORT, THE OBJECTIVE OF DEVELOPING A PLAN OF ACTION WAS ACHIEVED. THE REPORT ALSO INCLUDES SAMPLE EVALUATION FORMS AND A DESCRIPTION OF THE 71 WORKSHOP PARTICIPANTS. (NJ)
ERIC: ED126306

5515 WORKSHOP ON JOB DEVELOPMENT FOR DISADVANTAGED YOUTH, SUMMARY OF PROCEEDINGS (NEW YORK, N.Y., JUNE 14-15, 1967). MANPOWER TRAINING SERIES. JUN 67
NOTES: 109P.
CONFERENCE REPORTS, DISADVANTAGED YOUTH, EDUCATIONAL NEEDS, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, JOB DEVELOPMENT, UNEMPLOYMENT, WORKSHOPS, CHICAGO, ILLINOIS, MISSOURI, NEW YORK CITY, ST. LOUIS, WORKSHOP ON JOB DEVELOPMENT FOR DISADVANTAGED YOUTH
IN AN EFFORT TO IMPROVE JOB DEVELOPMENT EFFORTS TO COPE WITH THE HARD CORE UNEMPLOYED, 73 REPRESENTATIVES OF GOVERNMENT AGENCIES, INDUSTRY, NON-PROFIT ORGANIZATIONS, CONGRESS, AND THE CENTER FOR THE STUDY OF UNEMPLOYED YOUTH MET FOR A WORKSHOP. MAJOR PANEL TOPICS WERE (1) JOB DEVELOPMENT--WHERE ARE WE NOW (2) JOB DEVELOPMENT AND THE CIVIL SERVICE, (3) COMMUNITY EXPERIENCE IN JOB DEVELOPMENT PROGRAMS, AND (4) NEW DIMENSIONS TO JOB DEVELOPMENT. SOME PRESENTATIONS WERE (1) JOB DEVELOPMENT FOR DISADVANTAGED YOUTH, BASIC ISSUES, BY F. CASSELL, (2) JOB DEVELOPMENT AND THE LABOR MARKET, BY R. A. NIXON, (3) FEDERAL CIVIL SERVICE AND JOB DEVELOPMENT, BY S. LEFF, (4) JOB DEVELOPMENT IN ST. LOUIS, BY C. GATLIN, (5) INDUSTRY APPROACHES TO JOB DEVELOPMENT, BY W. FLYNN, (6) THE CHICAGO JOB DEVELOPMENT EXPERIENCE, BY F. W. BEZANSON, (7) JOB DEVELOPMENT AS A SOCIAL PROBLEM, BY R. SCHRANK, (8) NEW DIMENSIONS IN JOB DEVELOPMENT, BY S. LEVITAN, AND (9) AFTER WATTS, BY M. DYMALLY. A MAJORITY OF THE PARTICIPANTS FAVORED REMOVAL OF ARTIFICIAL BARRIERS TO EMPLOYMENT AND LARGE-SCALE SUBSIDIES TO EMPLOYERS TO SPUR THE HIRING OF DISADVANTAGED CLIENTS AS SOLUTIONS TO EMPLOYMENT PROBLEMS. DISCUSSION BY CONFERENCE PARTICIPANTS IS REPORTED. (DM)
AIM/ARM: VT006504

5516 WORKSHOP ON NONPROFESSIONAL CAREERS FOR DISADVANTAGED YOUTH, SUMMARY OF PROCEEDINGS (NEW YORK, DECEMBER 14-15, 1966). 66
SODOFSKY, STANLEY
ADMINISTRATIVE CHANGE, CAREER OPPORTUNITIES, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, MANPOWER UTILIZATION, NONPROFESSIONAL PERSONNEL, POLICY, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM PLANNING, WORKSHOPS, YOUTH PROGRAMS
OVER 50 PERSONS WITH SPECIAL EXPERIENCE AND INTEREST IN NONPROFESSIONAL CAREERS ATTENDED THE WORKSHOP TO EXPLORE THE BASIC ISSUES RAISED BY THAT EXPERIENCE AND TO POINT THE WAY TOWARD FUTURE PROGRAM IMPLICATIONS. CRITICAL ISSUES WHICH EMERGED CENTERED AROUND HOW TO DEVELOP TRAINING CAPABILITY, THE PROBLEMS RELATED TO ESTABLISHED INSTITUTIONAL PROCEDURES, AND RESISTANCES AND BARRIERS PUT FORTH BY UNIONS AND PROFESSIONAL GROUPS. THE EXPERIENCES OF HOWARD UNIVERSITY, LINCOLN HOSPITAL, AND MOBILIZATION FOR YOUTH INDICATED THAT SALARIES AND UPWARD JOB MOBILITY WERE AMONG THE MAJOR OPERATIONAL ISSUES. AT THE ADMINISTRATIVE AND POLICY LEVELS THE ISSUES DISCERNED WERE LARGELY RELEVANT TO CIVIL SERVICE AND ITS POTENTIAL CONTRIBUTION TO NONPROFESSIONAL CAREERS. SUCCESS IN THE CALIFORNIA STATE CIVIL SERVICE EXPERIENCE WITH NONPROFESSIONAL CAREERS WAS PRESENTED. THE FINAL PHASE OF THE WORKSHOP RELATED TO PLANNING, IMPLEMENTATION, AND COORDINATION OF EXISTING NONPROFESSIONAL CAREERS PROGRAMS AT ALL GOVERNMENTAL LEVELS. (ET)
AIM/ARM: VT004212

5517 THE WORLD OF CONSTRUCTION, TEACHERS GUIDE. INDUSTRIAL ARTS CURRICULUM PROJECT. 70
OHIO STATE UNIV., COLUMBUS. RESEARCH FOUNDATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 314P.: FOURTH EDITION
CAREER EDUCATION, CONCEPT TEACHING, CONSTRUCTION INDUSTRY, CURRICULUM GUIDES, FUNDAMENTAL CONCEPTS, INDUSTRIAL ARTS, INDUSTRIAL TECHNOLOGY, INSTRUCTIONAL MATERIALS, LESSON PLANS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, SECONDARY GRADES, TEACHING GUIDES, IACP, INDUSTRIAL ARTS CURRICULUM PROJECT, WORLD OF CONSTRUCTION
THIS TEACHERS GUIDE ENCOMPASSING THE CONCEPTS FOUND IN THE WORLD OF CONSTRUCTION IS DESIGNED FOR JUNIOR HIGH SCHOOL STUDENTS, TO BE USED AS A TOTAL EDUCATIONAL PACKAGE WITH THE TEXTBOOK (VT 014 241) AND THE LABORATORY MANUALS (VT 014 242 AND VT 014 243). AS THE FIRST PART OF A 2-YEAR INTEGRATED PROGRAM IN WHICH THE SECOND YEAR CONCERNS MANUFACTURING, IT IS DESIGNED TO PREPARE STUDENTS FOR ENLIGHTENED CITIZENSHIP AND TO PROVIDE EDUCATIONAL-OCCUPATIONAL GUIDANCE FOR THE WORLD OF WORK. THIS PROGRAM WAS DESIGNED TO BE USED 45 MINUTES PER DAY FOR 185 DAYS, WITH 22 OPTIONAL ASSIGNMENTS FOR FLEXIBILITY. ASSIGNMENTS COVER THREE MAJOR AREAS (1) ANALYSIS OF THE MANAGED-PERSONNEL-PRODUCTION SYSTEM OF CONSTRUCTION, (2) SYNTHESIS OF HOUSING CONSTRUCTION PRACTICES, AND (3) SYNTHESIS OF CITY AND REGIONAL PLANNING PRACTICES. EACH OF THE 185 ASSIGNMENT UNITS CONTAINS OBJECTIVES, TIME SCHEDULE, SUGGESTED DEMONSTRATION AND AN OVERVIEW. A LIST OF TEACHERS AIDS, EQUIPMENT AND MATERIALS, A LIST OF TOOLS AND EQUIPMENT FOR STUDENTS, A LIST OF EXPENDABLE MATERIALS AND A SCALED FLOOR PLAN ARE APPENDED. THREE-RING BINDER FORMAT MAKES REMOVAL OF PAGES EASY. OTHER RELATED DOCUMENTS ARE AVAILABLE AS VT 014 088 AND VT 014 233-VT 014 240. (GEB)
ERIC: ED058400 MCKNIGHT AND MCKNIGHT PUB. CO., ROUTE 66, BLOOMINGTON, ILL. 61701 ($24.00 LIST PRICE)

5518 THE WORLD OF WORK IN EVERY LANGUAGE. 76
OKLAHOMA STATE DEPT. OF EDUCATION, OKLAHOMA CITY.
NOTES: 10P.
CAREER AWARENESS, CAREER OPPORTUNITIES, CAREER PLANNING, EMPLOYMENT OPPORTUNITIES, JOB SKILLS, LABOR MARKET, LANGUAGE PROFICIENCY, LANGUAGE SKILLS, SECOND LANGUAGE LEARNING, SECOND LANGUAGES, STATE SURVEYS, OKLAHOMA
A SURVEY OF OKLAHOMA BUSINESSES DEALING IN INTERNATIONAL TRADE SHOWS THAT THESE FIRMS NEED PERSONNEL SKILLED IN FOREIGN LANGUAGES. CAREER AREAS IN WHICH THESE SKILLS ARE

(CONT.)

5518 NEEDED ARE VARIED, AND APPLICANTS WITH LANGUAGE PROFICIENCY IN ADDITION TO OTHER SKILLS COULD HAVE AN ADVANTAGE OVER OTHER APPLICANTS. SOME RESPONDENTS COMMENTED THAT LANGUAGE TEACHING METHODS AND CONTENT SHOULD BE CHANGED. OF FIRMS RESPONDING, ONLY ONE-QUARTER CURRENTLY USE EMPLOYEES WITH FOREIGN LANGUAGE SKILLS, BUT OVER HALF WOULD USE THEM IF AVAILABLE. ABOUT HALF INDICATED THAT A FUTURE EXPANSION WOULD CREATE DEMAND FOR FOREIGN LANGUAGE SKILLS. LANGUAGES CONSIDERED MOST USEFUL WERE SPANISH (BY 90.3(OF RESPONDENTS), FRENCH, GERMAN AND JAPANESE, WITH ARABIC, ITALIAN AND RUSSIAN ALSO NOTED BY SEVERAL. OVER HALF OF THOSE SURVEYED WOULD DESIRE AT LEAST CONVERSATIONAL ABILITY, AND ABOUT ONE-THIRD WOULD NEED TRANSLATION, COMPOSITION AND TECHNICAL LANGUAGE SKILLS. PERSONNEL IN SALES, ENGINEERING AND CLERICAL WORK WOULD BE MOST LIKELY TO NEED FOREIGN LANGUAGES. (CLK)
ERIC: EJ121065

5519 A WORLD-WIDE OVERVIEW OF MIGRATORY MOVEMENTS. THE EDUCATION OF MIGRANT WORKERS -- WHERE DO WE STAND AUT 74
BLANCHARD, FRANCIS
PROSPECTS:4:3:348-356
MIGRATION PATTERNS, EMPLOYMENT PATTERNS, MIGRANT EDUCATION, LABOR MARKET, LABOR EDUCATION, SOCIOECONOMIC INFLUENCES, OCCUPATIONAL GUIDANCE, MIGRANTS, VOCATIONAL EDUCATION, INTERNATIONAL LABOUR ORGANIZATION
A SURVEY OF WORLD MIGRATION PATTERNS PREFACES A DECLARATION OF EDUCATIONAL PROBLEMS AND WAYS OF SOLVING THEM AS VIEWED BY THE INTERNATIONAL LABOUR ORGANIZATION (ILO). THE PROBLEMS ARE CONCEPTUALIZED ON THE SOCIO-CULTURAL AND OCCUPATIONAL LEVELS AND INVOLVE BOTH THE WORKER AND HIS FAMILY. (JH)
ERIC: EJ139992

5520 WRAPPER-LAYER AND EXAMINER, SOFT WORK 6-12.341; WRAPPER LAYER 6-12.351--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.; REVISED
APTITUDE TESTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, WRAPPER LAYER, WRAPPER LAYER AND EXAMINER SOFT WORK
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059297

5521 THE WRONG ROAD TAKEN 1977
FORBES, VOL.119, NO.8, APRIL 15, 1977, P. 122,126,128.
BOND RATING, ECONOMICS, FINANCE, GOVERNMENT REGULATION, INDUSTRIAL DEVELOPMENT, MANAGEMENT, STATE INCOME TAX, UNEMPLOYMENT
THE PLAN TO BRING INDUSTRY TO NEW HAMPSHIRE HAS BEEN SUCCESSFULLY IMPLEMENTED. THE OBJECTIVE TO KEEP THE BUDGET BALANCED THROUGH BUSINESS TAXES HAD BACKFIRED THROUGH, AS EXPANSION HAS BROUGHT A NEW POPULATION INTO THE STATE ALONG WITH DEMANDS FOR INCREASED SERVICES.
MGMT: F3R7701582

5522 YARN SERVICE TRAINEE (SYNTHETIC FIBERS) 929.887--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUL 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRAINEES, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, YARN SERVICE TRAINEE
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL

(CONT.)
5522 EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069641

5523 YARN WINDER (ANY IND.) 6-19.117--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JAN 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, YARN WINDER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072360

5524 YCC A RECIPE FOR YOUTH DEVELOPMENT SEP/OCT 77
MATTHEWS, BRUCE E.;YAPLE, CHARLES H.
CONSERVATIONIST:32:3:11-12
ENVIRONMENTAL EDUCATION, OUTDOOR EDUCATION, PROGRAM DESCRIPTIONS, RESIDENT CAMP PROGRAMS, SECONDARY GRADES, CONSERVATION EDUCATION, SECONDARY SCHOOL STUDENTS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, YOUTH CONSERVATION CORPS, YCC
A YCC PROJECT TO IMPROVE AND FINISH A COMPLETE OUTDOOR EDUCATION CENTER IS DESCRIBED. THE PROGRAM AND OBJECTIVES ARE OUTLINED. METHODS OF EVALUATING THE STUDENTS EXPERIENCES ARE LISTED. TESTING SHOWED THAT THE STUDENTS ATTITUDES TOWARD THEMSELVES, PEERS, AND THE ENVIRONMENT BECAME MORE POSITIVE. (AJ)
ERIC: EJ166570 REPRINT AVAILABLE (SEE P. VII) UMI

5525 YEARBOOK OF EQUAL EDUCATIONAL OPPORTUNITY, 1975-76, FIRST EDITION. 75
NOTES: 479P.
AMERICAN INDIANS, ASIAN AMERICANS, CHINESE AMERICANS, COMPARATIVE ANALYSIS, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL PROBLEMS, EDUCATIONAL STATUS COMPARISON, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), ETHNIC GROUPS, FEMALES, FILIPINO AMERICANS, JAPANESE AMERICANS, LABOR MARKET, LABOR PROBLEMS, MINORITY GROUPS, NEGROES, SOCIAL OPPORTUNITIES, SOCIOECONOMIC STATUS, SPANISH SPEAKING, STATISTICAL DATA, YEARBOOKS
GOVERNMENT AND PRIVATE AGENCY STATISTICS ON A VARIETY OF EDUCATION RELATED PROBLEMS ARE PRESENTED IN THIS FIRST EDITION OF THE YEARBOOK. MATERIAL GATHERED ON EDUCATIONAL AND LABOR-RELATED OPPORTUNITIES OF SEVEN GROUPS BLACKS, SPANISH SURNAMED, AMERICAN INDIANS, WOMEN, AND JAPANESE, CHINESE, FILIPINO DESCENDED AMERICANS IS PRESENTED. THIS PUBLICATION OFFERS AN OVERVIEW OF THE EDUCATIONAL STATUS OF EACH GROUP AND HIGHLIGHTS AREAS IN WHICH EDUCATIONAL OPPORTUNITIES HAVE BEEN OR NEED TO BE IMPROVED. BECAUSE OF THE STRONG CORRELATION BETWEEN EDUCATION AND ECONOMIC GAINS, STATISTICS AND OTHER MATERIAL RELATED TO JOBS AND LIVING STANDARDS ARE INCLUDED. SOME INFORMATION ON LABOR CONDITIONS AND JOB MARKET PROJECTIONS APPEARS AS WELL. THE VOLUME IS DIVIDED INTO SEVEN SECTIONS DEALING WITH SPECIFIC ASPECTS OF EQUAL EDUCATIONAL OPPORTUNITY (1) GENERAL; (2) BLACKS; (3) SPANISH SURNAMED; (4) AMERICAN INDIANS; (5) WOMEN; (6) OTHER GROUPS (INCLUDING JAPANESE, CHINESE, AND FILIPINO-AMERICANS); AND, (7) RELATED INFORMATION. (AUTHOR/AM)
ERIC: ED124618 MARQUIS ACADEMIC MEDIA, MARQUIS WHOS WHO, INC., 200 EAST OHIO STREET, CHICAGO, ILLINOIS 60611 ($29.50)

5526 YEARS FOR DECISION A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN. VOLUME ONE. FEB 71
SHEA, JOHN R.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 245P.
DEMOGRAPHY, EDUCATIONAL DEMAND, EMPLOYMENT OPPORTUNITIES, FEMALES, LONGITUDINAL STUDIES, NEGRO EMPLOYMENT, OCCUPATIONAL MOBILITY, SOCIOECONOMIC STATUS, WORK ATTITUDES, YOUTH EMPLOYMENT
DATA COLLECTED IN A 1968 INTERVIEW SURVEY OF A NATIONAL PROBABILITY SAMPLE OF YOUNG WOMEN 14-24 YEARS OF AGE ARE THE BASIS FOR A 5-YEAR LONGITUDINAL STUDY OF EMPLOYMENT AND EDUCATIONAL EXPERIENCE. THE REPORT ANALYZES WORK EXPERIENCE, EDUCATIONAL BACKGROUND, LABOR MARKET STATUS, WORK ATTITUDES, AND PLANS FOR THE FUTURE. FUTURE ANALYSIS WILL USE CHANGES IN THE VARIABLES TO DETERMINE THE EFFECTS OF SOCIOECONOMIC AND DEMOGRAPHIC FACTORS ON EDUCATION AND EMPLOYMENT DECISIONS. STUDIES OF OTHER POPULATION SUBGROUPS, DIVIDED BY AGE AND SEX, HAVE BEEN CONDUCTED BY THE CENTER FOR HUMAN RESOURCE RESEARCH, AND ARE AVAILABLE IN PAST ISSUES OF RESEARCH IN EDUCATION. (SM)
AIM/ARM: VT012956

5527 YEARS FOR DECISION A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN. VOLUME THREE. DEC 73
RODERICK, ROGER D.;KOHEN, ANDREW I.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 111P.; SEE ED 043 376 FOR INITIAL SURVEY AND ED 076 312 FOR VOLUME TWO
ACADEMIC ASPIRATION, CAREER CHANGE, DEMOGRAPHY, ECONOMIC FACTORS, EDUCATIONAL CHANGE, EDUCATIONAL STATUS COMPARISON, EMPLOYMENT, FEMALES, LABOR FORCE, LONGITUDINAL STUDIES, OCCUPATIONAL ASPIRATION, OCCUPATIONAL MOBILITY, SOCIOECONOMIC STATUS, UNEMPLOYMENT, WORK ATTITUDES, WORKING WOMEN, YOUTH EMPLOYMENT, SEX
THIS VOLUME IS THE THIRD REPORT IN A SERIES ON A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN. THE STUDY VIEWS THE EXPERIENCE AND BEHAVIOR OF INDIVIDUALS IN THE LABOR MARKET AS RESULTING FROM AN INTERACTION BETWEEN THE CHARACTERISTICS OF THE ENVIRONMENT AND A VARIETY OF CHARACTERISTICS OF THE INDIVIDUAL. THE STUDY SEEKS TO IDENTIFY THOSE CHARACTERISTICS THAT APPEAR TO BE MOST IMPORTANT IN EXPLAINING VARIATIONS IN SEVERAL FACETS OF LABOR MARKET EXPERIENCE PARTICIPATION, UNEMPLOYMENT, AND MOBILITY. THE PRESENT REPORT SUMMARIZES SOME OF THE INFORMATION YIELDED BY THE THIRD ROUND OF INTERVIEWS CONDUCTED DURING THE FIRST QUARTER OF 1970. THE FOCUS IS ON THE MAGNITUDE AND PATTERNS OF CHANGE OVER THE FIRST THREE YEARS OF THE STUDY IN THE EDUCATIONAL AND OCCUPATIONAL ASPIRATIONS OF THE YOUNG WOMEN, IN THEIR LABOR FORCE AND EMPLOYMENT STATUS, AND IN THEIR AFFILIATIONS WITH PARTICULAR FIRMS. THE REPORT IS BASED ENTIRELY ON TABULAR DATA AND IS INTENDED PRIMARILY AS A PROCESS REPORT ON THE LONGITUDINAL STUDY. AMONG THE APPENDIXES IS A DESCRIPTION OF THE PROCEDURE AND A COPY OF THE 1970 INTERVIEW SCHEDULE. (AUTHOR/AJ)
ERIC: ED084135

5528 YEARS FOR DECISION A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN. VOLUME TWO. MAR 73
RODERICK, ROGER D.;DAVIS, JOSEPH M.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 144P.
ACADEMIC ASPIRATION, CAREER CHANGE, ECONOMIC FACTORS, EDUCATIONAL CHANGE, EDUCATIONAL STATUS COMPARISON, FEMALES, LABOR FORCE, LONGITUDINAL STUDIES, OCCUPATIONAL MOBILITY, SOCIOECONOMIC STATUS, YOUTH EMPLOYMENT
CONDUCTED AS PART OF A 5-YEAR LONGITUDINAL STUDY OF 5,159 YOUNG WOMEN IN THE NATIONAL CIVILIAN NONINSTITUTIONAL POPULATION WHO WERE 14 TO 24 YEARS OF AGE AT THE TIME OF THE INITIAL (FEBRUARY 1968) INTERVIEW, THIS PROGRESS REPORT CONTAINS THE RESULTS OF THE SECOND INTERVIEW AND DESCRIBES THE MAGNITUDE AND PATTERNS OF CHANGES IN PERSONAL, EDUCATIONAL, AND LABOR MARKET EXPERIENCE THAT HAVE OCCURRED SINCE THE INITIAL INTERVIEW. OF THOSE ORIGINALLY INTERVIEWED IN 1968, 96 OUT OF 100 WERE REINTERVIEWED IN 1969, AND ANALYSIS OF THIS DATA REVEALED THAT (1) BLACK GIRLS WERE MORE LIKELY THAN WHITE GIRLS TO DROP OUT OF SCHOOL BEFORE COMPLETING THE TWELFTH GRADE, (2) APPROXIMATELY THREE IN TEN YOUNG WOMEN HAD REVISED THEIR EDUCATIONAL GOALS WITH ONE IN EIGHT RAISING THEIR GOALS AND ONE IN SIX LOWERING THEIR GOALS, (3) APPROXIMATELY ONE-THIRD OF THE YOUNG WOMEN EMPLOYED AT THE TIME OF BOTH SUVEYS MADE AT LEAST ONE INTERFIRM MOVE DURING THE PERIOD, (4) JOB CHANGES WERE ASSOCIATED WITH LARGER INCREASES IN HOURLY WAGES AND WITH INCREASED JOB SATISFACTION, AND (5) WHITE YOUNG WOMEN HAVE SUBSTANTIALLY MORE LABOR MARKET KNOWLEDGE THAN BLACK YOUNG WOMEN. RESULTS OF THE INITIAL SURVEY ARE REPORTED IN ED 043 376. (SB)
ERIC: ED076312

5529 YESTERYEARS JOB RISKS LED TO UNION AID TODAY MAY 77
FIESTER, KENNETH
WORKLIFE:2:5:18-20
LABOR UNIONS, PHYSICALLY HANDICAPPED, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT PROBLEMS, HANDICAPPED
THE ACTIVE INVOLVEMENT OF THE AMERICAN LABOR MOVEMENT IN THE CAUSE OF EQUAL JOB OPPORTUNITIES FOR HANDICAPPED WORKERS AND THE CURRENT EFFORTS OF THE AFL-CIO HUMAN RESOURCES DEVELOPMENT INSTITUTE AND THE AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION IN THIS AREA OF CONCERN ARE EXAMINED. (LAS)
ERIC: EJ161769

5530 YMCA R AND D MANPOWER PROJECT FEB 73
BATES, JOHN
YOUNG MENS CHRISTIAN ASSOCIATION OF THE UNITED STATES OF AMERICA, CHICAGO, ILL. MANPOWER PROJECT.
CONTRACT NO. DL-82-15-70-11
NOTES: FINAL REPT. MAR 71-JUN 72 26P
MANPOWER UTILIZATION, PROJECTS, UNSKILLED WORKERS, PERSONNEL DEVELOPMENT, MANPOWER DEVELOPMENT PROGRAMS, DISADVANTAGED GROUPS, JOB RETENTION, EMPLOYABILITY, OMPER
THE YMCA MANPOWER PROJECT REPORT FOCUSES ON THE PROJECTS EFFORTS IN IMPROVING THE RETENTION AND MOBILITY OF DISADVANTAGED WORKERS THROUGH INVOLVEMENT WITH INDIVIDUAL COMPANIES IN DEVELOPING EMPLOYABILITY PLANS. THE REPORT DISCUSSES PROBLEMS ENCOUNTERED IN SEEKING COMPANY INVOLVEMENT, AND PROBLEMS AND RECOMMENDATIONS EVOLVING FROM IN-COMPANY ACTIVITIES.
NTIS: PB-221 304/9 NTIS PRICES PC$3.50/MF$0.95

5531 YOU CAN REDUCE YOUR UNEMPLOYMENT TAXES 1976
JANOFF, A.C.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.1, JAN 1976, P. 27-30.
COST ACCOUNTING, EXPENSE, FINANCE, INSURANCE, LABOR TURNOVER, MANAGEMENT, MANAGEMENT BY OBJECTIVES, PERSONNEL MANAGEMENT, PRODUCTIVITY, PROFIT MOTIVE, TAX, UNEMPLOYMENT, WAGES, WORKING CONDITIONS
COST OF LABOR TURNOVER AND REPLACEMENT ARE MEASURABLE, AND CAN BE REDUCED. A COST CONTROL SURVEY LISTS CAUSES OF HIGH TAX AND TURNOVER AND APPROPRIATE PERSONNEL PROCEDURES WHICH, IF EMPLOYED, WOULD RESULT IN THOUSANDS IN PROFIT.
MGMT: PA076A0027

5532 YOUNG TOP MANAGEMENT: THE NEW GOALS, REWARDS, LIFESTYLES 1975
BUSINESS WEEK, NO.2401, OCT 6, 1975, P. 56-68.
CAREER DEVELOPMENT, CORPORATE RESPONSIBILITY, DECISION MAKING, EMPLOYMENT POLICY, ENTREPRENEURSHIP, EXECUTIVE, EXECUTIVE COMPENSATION, LEADERSHIP, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT FUNCTIONS, MANAGEMENT THEORY, MOTIVATION, OPERATIONS ANALYSIS, PRODUCT DEVELOPMENT, PROFIT MOTIVE, WOMEN IN BUSINESS
TOP MANAGEMENT EXECUTIVES UNDER FORTY CAN EXPECT TO PUT IN A 60-HOUR WEEK, EARN FROM $19,000 TO $90,000 ANNUALLY, GIVE UP MUCH FAMILY LIFE. SOME COMPANIES ARE HIRING OLDER EXECUTIVES TO AVOID RESTLESSNESS ON THE JOB.
MGMT: BWE75J0656-1

5533 THE YOUNG WORKER AND THE LAW A GUIDE FOR 14-19 YEAR OLDS.
DAVIDSON, SANDRA
PONTIAC CITY SCHOOL DISTRICT, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 46P.: RELATED DOCUMENTS VT 103 204 AND VT 103 255 THROUGH VT 103 258 IN THIS ISSUE. ILLUSTRATED MATERIALS MAY NOT REPRODUCE WELL.
CHILD LABOR LEGISLATION, LAWS, RESOURCE GUIDES, YOUTH EMPLOYMENT, SECONDARY SCHOOL STUDENTS, SECONDARY EDUCATION, WORKING HOURS, WAGES, YOUNG ADULTS
THIS GUIDE WAS DEVELOPED FOR YOUNG PEOPLE WHO ARE EMPLOYED OR WHO ARE SEEKING EMPLOYMENT. WRITTEN IN AN INFORMAL, EASY-TO-READ STYLE, IT IS INTENDED AS A GUIDE FOR YOUNG WORKERS TO THE STEPS IN OBTAINING EMPLOYMENT AND TO THEIR RIGHTS AND RESPONSIBILITIES AS BEGINNING EMPLOYEES. THE CONTENTS PROVIDE INFORMATION ABOUT SOCIAL SECURITY REQUIREMENTS, WORK PERMITS, WAGES, TAXES, INSURANCE, WORKING HOURS, HAZARDOUS OCCUPATIONS, COOPERATIVE EDUCATION, AND WORK STUDY. SAMPLE WORK APPLICATION AND LETTER FORMS ARE ALSO INCLUDED WITH A GLOSSARY OF HELPFUL TERMS. (NJ)
AIM/ARM: VT103203

5534 YOUNG WORKERS IN SCHOOL AND OUT SEP 73
MICHELOTTI, KOPP
MONTHLY LABOR REVIEW:96:9:11-15
OUT OF SCHOOL YOUTH, YOUTH EMPLOYMENT, STUDENT EMPLOYMENT, UNEMPLOYMENT, EMPLOYMENT STATISTICS, LABOR FORCE PARTICIPANTS
SPECIAL LABOR FORCE REPORT ON THE EMPLOYMENT OF SCHOOL AGE YOUTH IN OCTOBER 1972 SHOWS LITTLE CHANGE IN THE NUMBER OF STUDENTS HOLDING JOBS, BUT A LARGE INCREASE AMONG YOUNG PEOPLE OUT OF SCHOOL. (EDITOR)
ERIC: EJ083755

5535 YOUNG WORKERS, THEIR SPECIAL TRAINING NEEDS. MAY63
FELDMAN, LLOYD ;PEENEY, MICHAEL R.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 25P.
DELINQUENTS, DROPOUTS, LABOR FORCE, MIGRANT YOUTH, OUT OF SCHOOL YOUTH, RACIAL DIFFERENCES, STATISTICAL DATA, YOUTH EMPLOYMENT, DISTRICT OF COLUMBIA
REVIEWED ARE THE ECONOMIC NEEDS AND STATUS OF NONCOLLEGE BOUND YOUTH WHO NEED SPECIAL TRAINING BECAUSE OF LOW INCOME, RACE, PHYSICAL AND MENTAL HANDICAPS, JUVENILE DELINQUENCY, YOUNG MARRIAGE, INCOMPLETE EDUCATION, OR RURAL OR MIGRANT BACKGROUND. TWO TABLES INDICATE--(1) THE REGIONAL DISTRIBUTION OF THE LABOR FORCE AGED 14-19, PROJECTED TO 1970, AND (2) PERCENTAGE OF THIS AGE GROUP ENROLLED IN SCHOOL IN EACH STATE IN 1950 AND 1960. CHARTS PRESENT DATA ON--(1) THE LEVEL OF EDUCATION OF THE YOUTH, (2) THE INCREASE IN THE TEENAGE LABOR FORCE, (3) A RACIAL ANALYSIS OF TYPES OF JOBS HELD BY HIGH SCHOOL GRADUATES AND DROPOUTS, AND (4) NONRACIAL ANALYSIS OF JOB CATEGORIES IN RELATION TO YEARS OF SCHOOLING. IT IS FELT THAT THE HETEROGENEITY OF THE YOUNG WORKERS SEEKING EMPLOYMENT, MARKET REQUIREMENTS, AND THE INCREASE IN YOUTH POPULATION MUST BE TAKEN INTO CONSIDERATION IN PLANNING PROGRAMS REALISTICALLY. THIS DOCUMENT IS AVAILABLE FROM THE SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (JL)
ERIC: ED011997

5536 YOUR ATTITUDE IS CHANGING. 66
CHAPMAN, E. N.
NOTES: 241P.
BUSINESS, CHANGING ATTITUDES, DROPOUTS, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, INSTRUCTIONAL MATERIALS, INTERPERSONAL RELATIONSHIP, OCCUPATIONAL INFORMATION, PERSONALITY, SELF CONCEPT, SUCCESS FACTORS, WORK ATTITUDES, WORK EXPERIENCE, YOUTH
THIS BOOK IS DESIGNED FOR THE SLOW LEARNER AND THE DROPOUT. IT IS WRITTEN AT THE SIXTH GRADE LEVEL AND IS GENEROUSLY ILLUSTRATED. THE SPECIFIC PURPOSE OF THE BOOK IS TO HELP THE POTENTIAL DROPOUT AND THOSE WHO HAVE ALREADY DROPPED OUT AND RETURNED TO SPECIAL TRAINING BY INDICATING THE IMPORTANCE OF A POSITIVE ATTITUDE, AND HOW TO BUILD ONE. IT

(CONT.)

5536 IS DIVIDED INTO THREE PARTS. THE FIRST PART DEALS WITH THE PERSONALITY OF THE PARTICIPANTS AND HOW TO BUILD A POSITIVE ATTITUDE. THE SECOND PART DISCUSSES THE WORLD OF WORK AND THE JOBS THAT THE PARTICIPANTS MIGHT PREPARE FOR. THE LAST PART SHOWS THEM HOW TO KEEP THEIR FIRST JOB AND HOW TO MOVE UP TO A BETTER ONE. A TEACHERS GUIDE IS INCLUDED. (PT)
ERIC: ED048526 SCIENCE RESEARCH ASSOCIATES, INC., 259 EAST ERIE ST., CHICAGO, ILL. 60611

5537 YOUR ATTITUDE IS SHOWING A PRIMER ON HUMAN RELATIONS. 72
CHAPMAN, ELWOOD N.
NOTES: 215P.
ANSWER KEYS, CASE STUDIES, EMPLOYMENT PROBLEMS, HUMAN RELATIONS, INTERPERSONAL COMPETENCE, OCCUPATIONAL GUIDANCE, PROBLEM SOLVING, PRODUCTIVITY, VISUAL AIDS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES
THIS REVISED EDITION OF A BASIC PRIMER IN HUMAN RELATIONS FOR JOB SITUATIONS WILL PROVE USEFUL BOTH AS A TRAINING TOOL AND AS A REFERENCE. IN ORDER TO PROMOTE POSITIVE ATTITUDES, ESPECIALLY FOR STUDENTS STARTING OUT IN THE WORLD OF WORK, VARIOUS TOPICS ARE DISCUSSED, ILLUSTRATED BY MEANS OF 20 CASE PROBLEMS. OFFERING SUGGESTED ANSWERS FOR THESE EMPLOYMENT PROBLEMS, THIS TEXT PROVIDES VALUABLE SUGGESTIONS IN SUCH AREAS AS IMPROVING PRODUCTIVITY, INTERPERSONAL RELATIONSHIPS, HOW TO SUCCEED ON THE JOB, AND COMMON MISTAKES TO AVOID. CARTOONS ARE INCLUDED WITH EACH CHAPTER. THIS DOCUMENT IS RELATED TO AN ASSIGNMENT MANUAL AND ANSWER BOOK AVAILABLE AS VT 019 327. (AG)
ERIC: ED076743 INSTRUCTIONAL MATERIALS, DIVISION OF EXTENSION, THE UNIVERSITY OF TEXAS, AUSTIN, TEXAS 78712 ($3.90)

5538 YOUR HANDICAP--DONT LET IT HANDICAP YOU. 67
SPLAVER, SARAH
ADJUSTMENT (TO ENVIRONMENT), ADJUSTMENT PROBLEMS, AGENCIES, AURALLY HANDICAPPED, CAREER CHOICE, COLLEGES, COMMUNITY RESOURCES, EDUCATIONAL ATTITUDES, EDUCATIONAL RESOURCES, EXCEPTIONAL CHILD EDUCATION, HIGHER EDUCATION, JOB MARKET, ORTHOPEDICALLY HANDICAPPED, PERSONALITY, PHYSICALLY HANDICAPPED, RESOURCES, SELF EVALUATION, SOCIAL ADJUSTMENT, SPECIAL HEALTH PROBLEMS, SPEECH HANDICAPPED, STATE AGENCIES, VISUALLY HANDICAPPED, YOUTH PROBLEMS
ADDRESSED TO YOUNG PEOPLE WITH PHYSICAL HANDICAPS, THE BOOK STRESSES THE NEED FOR THINKING POSITIVELY AND TAKING ADVANTAGE OF RESOURCES SUCH AS THOSE PROVIDED BY STATE AND LOCAL AGENCIES. PROBLEMS OF SOCIAL ADJUSTMENT, SELF-ASSESSMENT, OBTAINING A PROPER EDUCATION, SELECTING A CAREER, AND ENTERING THE JOB MARKET ARE DISCUSSED. AREAS OF DISABILITY THAT ARE EXPLAINED INCLUDE THE VISUAL, AUDITORY, SPEECH, ORTHOPEDIC, AND SOMATIC (CARDIOVASCULAR, RESPIRATORY, DIABETES, EPILEPSY). PHOTOGRAPHS AND SOURCES OF FURTHER INFORMATION, SUCH AS AGENCIES AND BIOGRAPHIES ARE LISTED. THIS DOCUMENT IS AVAILABLE FROM JULIAN MESSNER, 1 WEST 39TH STREET, NEW YORK, NEW YORK 10018, FOR $3.95. (JA)
ERIC: ED118039

5539 YOURE THE TUTOR. 69
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 67P.
EDUCATIONAL GAMES, EDUCATIONAL METHODS, INSTRUCTIONAL MATERIALS, MANUALS, TUTORIAL PROGRAMS, TUTORING
THE MANUAL, YOURE THE TUTOR PRESENTS PLANS AND IDEAS FOR YOUTH TUTORING YOUTH. FULL PAGE BLACK AND WHITE PICTURES ARE USED THROUGHOUT THE BOOKLET. IDEAS TO GO ALONG WITH THE PICTURES ARE GIVEN IN LARGE PRINT. USUALLY ONE IDEA IS GIVEN PER PAGE. TECHNIQUES TUTORS CAN USE SUCH AS DRAWING, PICTURE USE, GAMES AND GIMMICKS: PUPPETS, TRIPS, WRITING, AND GADGETS ARE EXPLAINED, AND SPECIFIC EXAMPLES GIVEN. (RM)
ERIC: ED034243

5540 YOUTH THE SEVENTY-FOURTH YEARBOOK OF THE NATIONAL SOCIETY FOR THE STUDY OF EDUCATION, PART I. 75
HAVIGHURST, ROBERT J., ED.;DREYER, PHILIP H., ED.
NOTES: 463P.
ACTIVITY LEARNING, ASIAN AMERICANS, CULTURAL PLURALISM, FEMALES, LOW INCOME, MARRIAGE, MENTAL HEALTH, MEXICAN AMERICANS, NEGRO YOUTH, PHYSICAL HEALTH, PSYCHOLOGICAL CHARACTERISTICS, SEX DIFFERENCES, SOCIAL DEVELOPMENT, SOCIAL RELATIONS, WORK ATTITUDES, YEARBOOKS, YOUTH, YOUTH OPPORTUNITIES, YOUTH PROBLEMS
THIS YEARBOOK CONTAINS 19 ARTICLES DISCUSSING CURRENT KNOWLEDGE AND CONCERNS ABOUT YOUTH FROM THE AGES OF 15 THROUGH 25. SECTION I, DEALING WITH YOUTH AS A STAGE OF LIFE, DISCUSSES THE MAJOR THEMES AND THE IMPLICATIONS OF YOUTH; SEX DIFFERENCES IN THE OPPORTUNITIES, DEMANDS, AND DEVELOPMENTS OF YOUTH; THE PHYSICAL AND EMOTIONAL HEALTH OF YOUTH; AND THE OBJECTIVES OF YOUTHS SELF-DEVELOPMENT AND SOCIAL RELATIONS. SECTION II FOCUSES ON THE PSYCHOLOGICAL AND SOCIAL PROCESSES BY WHICH YOUNG PEOPLE BECOME ADULTS IN CONTEMPORARY SOCIETY. SPECIFICALLY DISCUSSED ARE THE PSYCHOHISTORY OF PROTEST LEADERS AND FOLLOWERS; YOUTH AND THE MEANING OF WORK; YOUTH AND EXPERIENTIAL LEARNING; SEX, SEX ROLES, AND MARRIAGE AMONG YOUTH IN THE 1970S; AND A GENERATIONAL ANALYSIS OF YOUTH IN THE 1970S. SECTION III EMPHASIZES CULTURAL PLURALISM AND PRESENTS RELEVANT DATA ON YOUTH IN VARIOUS SUBCULTURES INCLUDING BLACKS, RURAL WASP, MEXICAN AMERICANS, ASIAN AMERICANS, LOW INCOME FAMILIES, AND WOMEN. AN EPILOGUE COMPARES THE STUDY OF YOUTH THAT WAS PRESENTED IN THE 1944 YEARBOOK WITH THE STUDY PRESENTED IN THIS 1975 YEARBOOK. THE BOOK

(CONT.)
5540 ALSO CONTAINS A SUBJECT INDEX, BACKGROUND INFORMATION ON THE NATIONAL SOCIETY, AND A LIST OF THE SOCIETYS PUBLICATIONS. (AUTHOR/RM)
ERIC: ED125942 UNIVERSITY OF CHICAGO PRESS, 5801 ELLIS AVENUE, CHICAGO, ILLINOIS 60637 ($11.00)

5541 YOUTH TRANSITION TO ADULTHOOD. REPORT OF THE PANEL ON YOUTH OF THE PRESIDENTS SCIENCE ADVISORY COMMITTEE. JUN 73
PRESIDENTS SCIENCE ADVISORY COMMITTEE, WASHINGTON, D.C.
NOTES: 209P.
AGE GROUPS, CHILD DEVELOPMENT, CHILDHOOD, CHILDHOOD NEEDS, COOPERATIVE EDUCATION, EDUCATION VOUCHERS, HUMAN DEVELOPMENT, INSTITUTIONAL ENVIRONMENT, INSTITUTIONAL ROLE, LAWS, NEEDS, OBJECTIVES, RESEARCH PROPOSALS, SCHOOL ORGANIZATION, WORK EXPERIENCE, YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
THIS REPORT FOCUSES ON THE PERIOD OF TRANSITION FROM CHILD TO ADULT, AND ON THE INSTITUTIONS IN WHICH THAT TRANSITION TAKES PLACE FOR YOUTH IN THE UNITED STATES. THE FIRST OF FOUR SECTIONS LAYS OUT A SET OF OBJECTIVES THAT ENVIRONMENTS FOR YOUTH SHOULD MEET. PART TWO EXAMINES A NUMBER OF INSTITUTIONS AND PROCESSES THAT AFFECT YOUTH, INCLUDING HISTORICAL BACKGROUND, RIGHTS OF YOUTH, DEMOGRAPHIC, ECONOMIC, BIOLOGICAL AND PSYCHOLOGICAL DEVELOPMENT, AND ASPECTS FOR YOUTH CULTURE. PART THREE PRESENTS SEVEN ISSUES THAT ENVIRONMENTS FOR YOUTH RESOLVE IN SOME WAY SEGREGATION FROM ADULTS VS. INTEGRATION WITH ADULTS; AGE SEGREGATION AMONG THE YOUNG; GROUPING BY STAGE OF DEVELOPMENT, PATTERNING OF SELF-DEVELOPMENT AND PRODUCTIVITY; ROLE-SEGMENTATION VS. COMMUNITY; THE SCOPE OF FORMAL SCHOOLING; AND THE LEGAL STATUS OF YOUTH. THE LAST SECION PROVIDES A NUMBER OF PROPOSALS FOR CHANGE IN INSTITUTIONS AFFECTING YOUTH. THESE ALTERNATIVE DIRECTIONS CONCERN CHANGE IN SCHOOL STRUCTURE, ALTERNATION OF SCHOOL AND WORK, WORK ORGANIZATIONS, YOUTH COMMUNITIES AND ORGANIZATIONS, PROTECTION VS. OPPORTUNITY FOR YOUTH, USE OF VOUCHERS, OPPORTUNITIES FOR PUBLIC SERVICE, AND RESEARCH ON ON-GOING PROCESSES AMONG YOUTH. (AUTHOR/KSM)
ERIC: ED095383 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.60)

5542 YOUTH + JOBS % GROWTH MAR 72
DUNBAR, MARY ELIZABETH
EXTENSION SERVICE REVIEW;43;3;14-15
EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EXTENSION EDUCATION, INDIVIDUAL DEVELOPMENT, SEASONAL EMPLOYMENT, STUDENT EMPLOYMENT, YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
A DESCRIPTION OF A PILOT PROJECT IN YOUTH EMPLOYMENT IN COOPERATIONO EMPLOYERS WERE CONTACTED. EXTENSIVE PROMOTION THROUGH ALL MEDIA INCREASED EFFECTIVENESS. (JB)
ERIC: EJ057366

5543 YOUTH AND THE ENVIRONMENT AN EVALUATION OF THE 1971 YOUTH CONSERVATION CORPS. 72
MARANS, ROBERT W.;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH.
NOTES: 280P.
CONSERVATION EDUCATION, ECOLOGY, ENVIRONMENT, ENVIRONMENTAL EDUCATION, NATURAL RESOURCES, OUTDOOR EDUCATION, PROGRAM EVALUATION, SECONDARY SCHOOL STUDENTS, SELF CONCEPT, SOCIAL ATTITUDES, SUMMER PROGRAMS, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROGRAMS
THIS REPORT PRESENTS THE RESULTS OF A STUDY OF APPROXIMATELY 2400 YOUNG PEOPLE WHO, FOR 8 WEEKS IN THE SUMMER OF 1971, PARTICIPATED IN THE FIRST PART OF A THREE-YEAR YOUTH CONSERVATION CORPS PILOT PROGRAM. THE MAIN OBJECTIVE OF THE STUDY IS TO EVALUATE THE IMPACT OF THE PROGRAM ON THE YOUNG PEOPLE IN REGARD TO ENVIRONMENTAL EDUCATION, SOCIAL RELATIONS, SKILL-DEVELOPMENT, AND SELF CONCEPT. PROGRAM EVALUATIONS ARE BASED UPON RESPONSES FROM THREE SOURCES OF INFORMATION; A GROUP-ADMINISTERED QUESTIONNAIRE GIVEN TO INDIVIDUAL CORPS MEMBERS AT THE BEGINNING AND AT THE END OF THEIR CAMP SESSIONS; A CAMP DIRECTORS QUESTIONNAIRE; AND SELECTED CAMP SITE VISITS. RESEARCH FINDINGS SHOW THAT MOST RESPONSES OF CORPS MEMBERS TO THE CAMP PROGRAM WERE VERY FAVORABLE. THEY STATED THAT THE EXPERIENCE NOT ONLY CONTRIBUTED TO THE DEVELOPMENT OF QUALITY WORK AND RECREATIONAL SKILLS, BUT ALSO INCREASED THEIR ABILITY TO LIVE WITH AND ACCEPT OTHER PEOPLE. WHILE CORPS MEMBERS ENTERED AND LEFT THE PROGRAM HIGHLY CONCERNED ABOUT ENVIRONMENTAL PROGRAMS, ENVIRONMENTAL KNOWLEDGE AND UNDERSTANDING INCREASED ONLY SLIGHTLY. TWO DIRECTIONS RECOMMENDED FOR FUTURE RESEARCH ARE TO CONTINUE THE ANALYSIS OF DATA COLLECTED IN 1971, AND, SECONDLY, COLLECT NEW DATA BEYOND 1971. (AUTHOR/SJM)
ERIC: ED063216 INSTITUTE FOR SOCIAL RESEARCH, PUBLICATIONS DIVISION, UNIVERSITY OF MICHIGAN, P. O. BOX 1248, ANN ARBOR, MICHIGAN 48106 ($5.00 SINGLE COPY; QUANTITY DISCOUNTS)

5544 YOUTH AND THE MEANING OF WORK. 28 FEB 73
GOTTLIEB, DAVID;AND OTHERS
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. COLL. OF HUMAN DEVELOPMENT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 324P.
COLLEGE GRADUATES, EMPLOYMENT, HIGHER EDUCATION, STUDENT ATTITUDES, STUDENT OPINION, SURVEYS, WORK ATTITUDES
THE PRESENT STUDY SOUGHT TO PROVIDE DATA THAT WILL CONTRIBUTE TO AN UNDERSTANDING OF HOW A SELECT GROUP OF GRADUATING COLLEGE SENIORS PERCEIVE AND FEEL ABOUT WORK. THE SAMPLE WAS COMPOSED OF 1,863 MALE AND FEMALE MEMBERS OF THE CLASS OF 1972 AT 5 COLLEGES IN

(CONT.)
554- PENNSYLVANIA. THE VAST MAJORITY OF THE SENIORS EXPRESSED FAVORABLE ATTITUDES TOWARD WORK
AND SEE IT AS A CRITICAL AND NECESSARY PART OF ADULT LIFE. THE DATA SUGGEST THE WORK
ETHIC IS NEITHER DEAD NOR DYING; RATHER A WORK ETHIC IS EMERGING THAT PLACES A MUCH
GREATER DEMAND ON WORK WHILE AT THE SAME TIME DE-EMPHASIZING THE IMPORTANCE OF MONEY,
POWER, AND PRESTIGE. THE EXPECTATION IS THAT WORK CAN AND SHOULD HAVE GREATER
SIGNIFICANCE TO THE INDIVIDUAL AND GREATER VALUE TO SOCIETY. THE REPORT INCLUDES AN
ANNOTATED BIBLIOGRAPHY. (AUTHOR/MS)
ERIC: ED087516- NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(NO PRICE QUOTED)

5545 YOUTH AND THE MEANING OF WORK. PART II. 74
GOTTLIEB, DAVID
HOUSTON UNIV., TEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 134P.
ATTITUDES, CAREERS, COLLEGE GRADUATES, ECONOMIC STATUS, EMPLOYMENT EXPERIENCE,
EMPLOYMENT PATTERNS, FEMALES, HIGHER EDUCATION, JOB MARKET, MALES, MARITAL STATUS,
PROFESSIONAL TRAINING, SOCIOECONOMIC STATUS, SURVEYS, VOCATIONAL ADJUSTMENT, WORK
ATTITUDES, WORK EXPERIENCE, YOUTH EMPLOYMENT
THIS DOCUMENT REPRESENTS A FOLLOW-UP STUDY OF COLLEGE SENIORS WHO GRADUATED IN THE
SPRING OF 1972. THE FIRST STAGE OF THE RESEARCH DEALT WITH THE CAREER RELATED
ASPIRATIONS, EXPECTATIONS, AND APPREHENSIONS OF 1,859 AMERICAN COLLEGE SENIORS OF THE
CLASS OF 1972. THIS DOCUMENT, WHICH IS THE SECOND STAGE OF THE STUDY, IS BASED ON DATA
OBTAINED FROM THIS GROUP ONE YEAR AFTER COLLEGE GRADUATION. THE MAJOR PURPOSE OF THE
FOLLOW-UP STUDY IS TO IDENTIFY THE FIT BETWEEN CAREER-RELATED EXPECTATIONS AND
CAREER-RELATED OUTCOMES ONE YEAR AFTER COLLEGE GRADUATION. THE DOCUMENT BEGINS WITH A
DISCUSSION AND REVIEW OF THE FIRST STUDY. THEN CHAPTERS DESCRIBE (1) THE PROCEDURES
UTILIZED IN THE DEVELOPMENT OF THE FOLLOW-UP QUESTIONNAIRE, THE PROCESS UTILIZED IN
EFFORTS TO REACH THE RESPONDENTS, THE RESULTS OF THESE EFFORTS, AND DATA DEALING WITH
THE REPRESENTATIVENESS OF THE FOLLOW-UP SAMPLE; (2) THE MARITAL, GEOGRAPHIC, AND
CAREER-RELATED ATTITUDES OF GRADUATES; (3) RESPONDENTS WHO ENTERED THE FULL-TIME
EMPLOYMENT MARKET AFTER GRADUATION, THE PROCESS BY WHICH COLLEGE GRADUATES SEEK
EMPLOYMENT, AND GENERAL ATTITUDES TOWARD CURRENT AND FUTURE WORK SETTINGS; (4)
EXPERIENCES AND ATTITUDES OF THOSE WHO HAVE PURSUED GRADUATE AND PROFESSIONAL SCHOOL
INVOLVEMENTS, NOTING HOW VARIABLES SUCH AS SEX AND FIELD OF STUDY RELATE TO VARIATION IN
GRADUATE SCHOOL EXPERIENCES AND ATTITUDES; AND (5) DIFFERENCES AND SIMILARITIES BETWEEN
THREE GROUPS USING SEX, SOCIOECONOMIC STATUS, AND FIELD OF STUDY AS VARIABLES IN
EXPLAINING DIFFERENCES IN POST-COLLEGE ACTIVITIES. (AUTHOR/KE)
ERIC: ED108530

5546 YOUTH AND WORK THE DIFFUSION OF COUNTERCULTURAL VALUES JUN 74
BLOCK, RICHARD;LANGMAN, LAUREN
YOUTH AND SOCIETY;5;4;411-432
STUDENT SUBCULTURES, COLLEGE STUDENTS, STUDENT ATTITUDES, CATHOLICS, SURVEYS, STUDENT
CHARACTERISTICS, SOCIAL VALUES, WORK ATTITUDES, SOCIOECONOMIC STATUS, ILLINOIS
EXAMINES THE DIFFUSION AMONG MOSTLY CATHOLIC BLUE-COLLAR YOUTH OF CERTAIN
COUNTERCULTURAL VALUES, VIZ. THOSE PERTAINING TO GENERAL ORIENTATIONS TO LIFE AND WORK
117 OUT OF A RANDOM SAMPLE OF 200 STUDENTS SELECTED FROM LISTS OF 4000 LIBERAL ARTS
STUDENTS AT LOYOLA UNIVERSITY COMPLETED A QUESTIONAIRE. (AUTHOR/JM)
ERIC: EJ105123

5547 YOUTH ATTITUDES TOWARD WORK 1974
BUSINESS AND SOCIETY REVIEW, NO.11, FALL 1974, P. 46-47.
HUMAN RESOURCE DEVELOPMENT, JOB MOTIVATION, WORK ETHIC, YOUTH
A 1973 SURVEY TRACES THE WORK ATTITUDES OF YOUTH. JOB MOTIVATION, DESIRES FOR JOB
CONDITIONS, AND OPINIONS OF PROFIT MOTIVE AND COMPENSATION ARE BROKEN DOWN BY WHAT
CHANGES HAVE TAKEN PLACE SINCE 1969.
MGMT: BUS74-20045

5548 YOUTH DEVELOPMENT AND CONSERVATION CORPS. 71
WASHINGTON STATE PARKS AND RECREATION COMMISSION, OLYMPIA.
NOTES: 18P.
ACTIVITIES, CONSERVATION EDUCATION, ENROLLMENT, MANPOWER DEVELOPMENT, OUTDOOR EDUCATION,
STATE PROGRAMS, WORK EXPERIENCE PROGRAMS, YOUTH PROGRAMS, WASHINGTON(STATE)
CREATED IN 1961 BY THE WASHINGTON STATE LEGISLATURE, THE YOUTH DEVELOPMENT AND
CONSERVATION CORPS (YDCC) AFFORDS YOUTH AND YOUNG MEN AGED 14-21 EMPLOYMENT
OPPORTUNITIES IN CONSERVATION PROGRAMS THAT ENTAIL DEVELOPING, IMPROVING, AND
MAINTAINING NATURAL AND ARTIFICIAL RECREATION AREAS FOR THE GENERAL PUBLIC. IT IS
DESIGNED TO HELP YOUNG PEOPLE--REGARDLESS OF INCOME--LEARN VOCATIONAL AND WORK SKILLS,
DEVELOP GOOD WORK HABITS, CULTIVATE A SENSE OF RESPONSIBILITY AND CONTRIBUTION TO
SOCIETY, IMPROVE PARTICIPANTS PHYSICAL AND MORAL WELL-BEING, AND PROMOTE AN
UNDERSTANDING AND APPRECIATION OF NATURE. YDCC ENROLLEES WORK AS CREW MEMBERS UNDER A
YDCC SUPERVISOR; THEY RECEIVE $25 A WEEK (40 HOURS) PLUS FREE ROOM AND BOARD AT A
RESIDENT CAMP. IN URBAN AREAS, THE YDCC OPERATES A DAY PROGRAM ON A COMMUTER BASIS. THUS
FAR, YDCC PROGRAMS HAVE RESULTED IN THE TRAINING AND EMPLOYMENT OF 6,173 PERSONS. (THE
DOCUMENT INCLUDES RELATED MANPOWER PROGRAMS, AND DESCRIPTIONS OF 95 WORK PROJECTS.) (LY)
ERIC: ED048567

5549 YOUTH DEVELOPMENT PROGRAM MODELS A TECHNICAL ASSISTANCE PAMPHLET. OCT 71
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 106P.; FOR RELATED DOCUMENTS, SEE CE 006 438 AND CE 006 519-621
ACTION PROGRAMS (COMMUNITY), BUSINESS SKILLS, COMMUNITY RESOURCES, COMMUNITY SUPPORT, DEMONSTRATION PROGRAMS, DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, EDUCATIONAL ALTERNATIVES, FEDERAL PROGRAMS, HUMAN DEVELOPMENT, JOB TRAINING, LEADERSHIP TRAINING, MANAGEMENT DEVELOPMENT, MODELS, PROGRAM DESCRIPTIONS, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS, YOUTH DEVELOPMENT PROGRAMS
THE PUBLICATION CONTAINS DESCRIPTIONS OF 20 OFFICE OF ECONOMIC OPPORTUNITY YOUTH DEVELOPMENT PROGRAMS (YDPS). THE PROGRAM MODELS REPRESENT A CROSS-SECTION OF PROGRAM EMPHASES. MANY INVOLVE MULTIPLE PROGRAM OR PROJECT AREAS WHICH IS CHARACTERISTIC OF THE YDP. AS ILLUSTRATED BY THE MODELS, ONE OF THE BASIC ASPECTS OF THE YDPS IS THAT OF COORDINATING AND MOBILIZING RESOURCES AND COMMUNITY SUPPORT FOR THE PROGRAMS. EACH PROGRAM DESCRIPTION LISTS THE FOLLOWING NAME OF THE PROGRAM, NAME AND TELEPHONE NUMBER OF A CONTACT PERSON, THE COMMUNITY ACTION AGENCY (CAA) ASSOCIATED WITH THE PROGRAM, AND THE PROGRAM EMPHASIS. INFORMATION IN PARAGRAPH FORM IS PROVIDED UNDER FIVE MAIN SECTIONS FOR EACH PROGRAM PROBLEMS ADDRESSED BY THE PROGRAM, PROGRAM GOALS, BACKGROUND, PROGRAM ORGANIZATION (DESCRIPTION OF YOUTH COUNCILS AND STRUCTURE OF THE PROGRAM) AND FINANCIAL AND HUMAN RESOURCES. ADDITIONAL INFORMATION (FINANCIAL STATEMENTS, ORGANIZATIONAL CHARTS, AND PROGRAM FORMS) IS INCLUDED FOR SOME OF THE PROGRAMS. (AUTHOR/MS)
ERIC: ED119017

5550 YOUTH EMPLOYMENT AND UNEMPLOYMENT JUL 77
OECD OBSERVER:87:31-35
JOBS, JOB TRAINING, UNEMPLOYMENT, YOUTH, YOUTH EMPLOYMENT, INTERNATIONAL ORGANIZATIONS, UNEMPLOYED, YOUNG ADULTS, YOUTH OPPORTUNITIES
DISCUSSES YOUTH EMPLOYMENT AND UNEMPLOYMENT IN CANADA, FRANCE, GERMANY, ITALY, JAPAN, UNITED KINGDOM, AND THE UNITED STATES: THE TRENDS, CAUSES, CONSEQUENCES, POLICY GOALS, AND SPECIFIC MEASURES NEEDED TO RESOLVE PROBLEMS. (SL)
ERIC: EJ166603

5551 YOUTH EMPLOYMENT LAWS A HANDBOOK FOR SUPERVISORS OF YOUNG WORKERS.
GUERBER, CAER D.
PONTIAC CITY SCHOOL DISTRICT, MICH. DEPT. OF RESEARCH AND EVALUATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 37P.; FOR RELATED DOCUMENTS, SEE CE 008 871 AND CE 008 923-926
ADMINISTRATOR GUIDES, CHILD LABOR LEGISLATION, COOPERATIVE EDUCATION, EDUCATION, EMPLOYERS, FEDERAL LEGISLATION, INSTRUCTOR COORDINATORS, LABOR LEGISLATION, LEGAL RESPONSIBILITY, MINIMUM WAGE LEGISLATION, RESOURCE GUIDES, SCHOOL RESPONSIBILITY, WORKING HOURS, YOUTH EMPLOYMENT
PREPARED BY AN ATTORNEY, THIS GUIDE IS INTENDED FOR SCHOOL PERSONNEL INVOLVED IN THE WORK PLACEMENT OF STUDENTS. PERTINENT YOUTH EMPLOYMENT LAWS ARE CONDENSED AND INTERPRETED, PROVIDING A REFERENCE GUIDE FOR BOTH SCHOOL PERSONNEL AND EMPLOYERS. INFORMATION IS PROVIDED ABOUT THE FAIR LABOR STANDARDS ACT OF 1938, THE HITTLE JUVENILE EMPLOYMENT ACT, MINIMUM WAGES, HOURS OF WORK, RESPONSIBILITY OF THE WORK COORDINATOR, AND NON-PAYING WORK EXPERIENCE. ALSO INCLUDED ARE ANSWERS TO QUESTIONS FREQUENTLY ASKED BY EMPLOYERS, WORK COORDINATORS, AND SCHOOL ADMINISTRATORS. (NJ)
ERIC: ED131284

5552 YOUTH EMPLOYMENT PROBLEM APR 72
AMERICAN VOCATIONAL JOURNAL:47:4:61-62
DISADVANTAGED YOUTH, GROUP GUIDANCE, GUIDANCE SERVICES, OCCUPATIONAL GUIDANCE, VOCATIONAL COUNSELING
ERIC: EJ055582

5553 YOUTH EMPLOYMENT PROGRAM OF THE UNITED STATES EMPLOYMENT SERVICE . JAN 67
EMPLOYMENT SERVICE (DOL), WASHINGTON, D.C.
NOTES: 29P.
EMPLOYMENT SERVICES, YOUTH EMPLOYMENT, FEDERAL PROGRAMS, STATE PROGRAMS, PROGRAM DESCRIPTIONS, STATE AGENCIES, YOUTH AGENCIES, EMPLOYMENT PROGRAMS, DROPOUTS, JOB TRAINING, YOUTH OPPORTUNITY CENTERS, VO
THE FEDERAL-STATE EMPLOYMENT SERVICE SYSTEM HAS GREATLY INTENSIFIED ITS SERVICES TO YOUTH--IN COUNSELING, TESTING, TRAINING, REFERRAL, AND PLACEMENT. BY SEPTEMBER, 1966, THERE WERE 157 YOUTH OPPORTUNITY CENTERS (Y.O.C.S) AND 706 YOUTH UNITS IN LOCAL EMPLOYMENT SERVICE (E.S.) OFFICES, EMPLOYING OVER 8,000 PERSONNEL WHO WERE DEVOTED FULL-TIME TO YOUTH-SERVING ACTIVITIES. DURING THE SCHOOL YEAR 1964-65, MORE THAN 633,000 SCHOOL SENIORS IN NEARLY 10,000 HIGH SCHOOLS WERE SERVICED, INCLUDING 333,000 WHO RECEIVED COUNSELING SERVICES AND 116,700 WHO WERE PLACED IN PERMANENT JOBS. SERVICES WERE PROVIDED GRADUATING SENIORS ON SCHOOL PREMISES AS WELL AS IN LOCAL E.S. OFFICES. OF 73,000 DROPOUTS SERVED, OVER 27,000 WERE PLACED IN JOBS DURING THE 1964-65 SCHOOL YEAR. GREATER ATTENTION HAS CONTINUALLY BEEN DIRECTED TOWARD DROPOUTS. THE E.S. ALSO PROVIDES SPECIALIZED SERVICES SUITED TO THE NEEDS AND ABILITIES OF COLLEGE GRADUATES AND DROPOUTS, HANDICAPPED YOUTH, RURAL YOUTH, SELECTIVE SERVICE REJECTEES, AND STUDENTS SEEKING PART-TIME OR SUMMER EMPLOYMENT. THE CHALLENGE FACING THE E.S. IS SUGGESTED BY THE FACT THAT IN 1965, 39.2 PERCENT OF NEW JOB APPLICATIONS FILED IN E.S. OFFICES WERE FILED BY YOUTH UNDER 22 YEARS OF AGE, YET YOUTH ACCOUNTED FOR ONLY 27.7 PERCENT OF ALL NONFARM PLACEMENTS MADE BY THE E.S. AND MOST YOUTH WERE PLACED IN CLERICAL, SALES, SERVICE, AND UNSKILLED OCCUPATIONS. (ET)
AIM/ARM: VT001828

5554 YOUTH ENCOUNTERS THE WORLD OF WORK. SEMINAR SERIES NO. 4. AUG 73
BELBOS, NANCY, ED.
MINNESOTA UNIV., MINNEAPOLIS. CENTER FOR YOUTH DEVELOPMENT AND RESEARCH.
NOTES: 60P.
POLITICAL SOCIALIZATION, SEMINARS, VALUES, WORK ATTITUDES, YOUTH, YOUTH PROBLEMS, WORLD OF WORK
IN SEMINAR DIALOGUES, THE RELATIONSHIP OF YOUTH TO THE WORLD OF WORK, VALUES RELATED TO WORK, THE ECONOMIC REALITIES, DEFINITIONS OF WORK, AND PLANNING FOR YOUTH AND WORK WERE DISCUSSED AMONG FACULTY AND STUDENTS OF THE UNIVERSITY OF MINNESOTA AND SEVERAL MEMBERS OF THE GENERAL CITIZENRY OF THE MINNEAPOLIS-ST. PAUL AREA. IT WAS CONCLUDED THAT THE IDEA OF WHAT CAN BE CONSTRUED AS WORK NEEDS TO BE EXPANDED, AND THAT WE ARE GOING TO HAVE TO BE MORE CREATIVE AND MORE ACCEPTING OF A BROAD SPECTRUM OF LIFE AND WORK STYLES. (THIS MONOGRAPH IS A CONDENSATION OF IDEAS GATHERED FROM EIGHT MONTHLY SEMINARS.) (AG)
ERIC: ED080895 CENTER FOR YOUTH DEVELOPMENT AND RESEARCH, UNIVERSITY OF MINNESOTA, 301 WALTER LIBRARY, MINNEAPOLIS, MINNESOTA 55455 ($0.50)

5555 YOUTH IN CONTEMPORARY SOCIETY. 71
GOTTLIEB, DAVID, ED.
NOTES: 38-P.
DRUG ABUSE, FAMILY CHARACTERISTICS, FEMALES, GIFTED, HIGH ACHIEVERS, MILITARY SERVICE, NEGRO YOUTH, PUBLIC OPINION, PUBLIC POLICY, RACIAL ATTITUDES, RURAL YOUTH, SOCIAL CHANGE, WORK ATTITUDES, YOUTH OPPORTUNITIES, YOUTH PROBLEMS
THIS BOOK, A MAJOR PURPOSE OF WHICH IS TO ATTEMPT TO IDENTIFY HOW DIFFERENT KINDS OF YOUTH WILL BE REACTING TO DIFFERENT ASPECTS OF THE SOCIAL SYSTEM IN THE YEARS AHEAD, INCLUDES 15 ESSAYS BLACK BRAINPOWER CHARACTERISTICS OF BRIGHT BLACK YOUTH, D.J. WATLEY: BRIGHT ACHIEVERS THEIR CHARACTERISTICS AND SOME EXPECTED BEHAVIOR PATTERNS, D.J. WATLEY: COMING OF AGE IN A RACIST SOCIETY THE WHITENING OF AMERICA, DORIS Y. WILKINSON: YOUTH DISCONTENT AND THE NATURE OF WORK, H.L. SHEPPARD: WHAT DO YOUNG WOMEN WANT, E.B. SANDERS: DIONYSUS--CHILD OF TOMORROW NOTES ON POSTINDUSTRIAL YOUTH, L. LANGMAN: THE FUTURE OF BLACK YOUTH, N. HARE: THE FAMILY IS DEAD--LONG LIVE THE FAMILY, N.L. GAYLIN: YOUTH AND THE DRUG CRISIS, J. FORT, M.D.: YOUTH, SEX, AND THE FUTURE, J.H. GAGNON AND W. SIMON: ADULT CONTROL IN FAMILY AND SCHOOL PUBLIC OPINION IN HISTORICAL AND COMPARATIVE PERSPECTIVE, G. ELDER: THE DRAFT, MILITARY SERVICE, AND NATIONAL UNITY A CONTRIBUTION TO THE DEBATE, J.G. BACHMAN: RURAL YOUTH CURRENT STATUS AND PROGNOSIS, W.P. KUVLESKY: THE REAL GENERATION GAP A SPECULATION ON THE MEANING AND IMPLICATIONS OF THE GENERATION GAP, L.R. SIMMONS: AND, IMPLICATIONS FOR THE FUTURE, D. GOTTLIEB. (JM)
ERIC: ED101047 SAGE PUBLICATIONS, INC., 275 SOUTH BEVERLY DRIVE, BEVERLY HILLS, CALIFORNIA 90212 ($12.50)

5556 YOUTH IN NEW YORK CITY--OUT-OF-SCHOOL AND OUT-OF-WORK, A STUDY OF EMPLOYMENT AND EDUCATION OF TEENAGERS AND YOUNG ADULTS. REPORT. DEC63
KOVAL, MARY ;VOGEL, ANITA S.
NEW YORK CITY YOUTH BOARD, N.Y. MAYORS COMMITTEE ON YOUTH AND WORK.
NOTES: 44P.
CAUCASIANS, COMPARATIVE ANALYSIS, DROPOUTS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, HIGH SCHOOL GRADUATES, LABOR MARKET, NEGRO YOUTH, OCCUPATIONS, OUT OF SCHOOL YOUTH, PUERTO RICANS, RACIAL DISCRIMINATION, STATISTICAL DATA, TABLES (DATA), UNEMPLOYED, YOUTH EMPLOYMENT, NEW YORK CITY
PRESENTED AGAINST THE BACKGROUND OF THE CHARACTERISTICS OF THE NEW YORK CITY LABOR MARKET ARE FACTS ABOUT THE NUMBER OF YOUTHS IN THE 16- TO 24-YEAR-OLD AGE GROUP WHO ARE UNEMPLOYED AND NOT IN SCHOOL AND ABOUT THE SCHOOL ATTAINMENT OF NEW YORK CITY YOUTH. A COMPARISON OF THE SCHOOL ATTAINMENT AND EMPLOYMENT STATUS OF WHITE AND NONWHITE YOUTH IS ALSO PROVIDED, AND PROJECTIONS ARE MADE ABOUT EMPLOYMENT IN THE FUTURE. IT WAS FOUND THAT AT LEAST 72,200 OUT-OF-SCHOOL YOUTHS HAVE JOB PROBLEMS. TEENAGERS AND SCHOOL DROPOUTS ARE MOST HEAVILY HIT BY UNEMPLOYMENT, ESPECIALLY NEGROES AND PUERTO RICANS. ALMOST HALF THE CITYS YOUTH ENTERS THE JOB MARKET WITHOUT A HIGH SCHOOL DIPLOMA. NONWHITES SHOW A POORER RECORD THAN WHITES IN EDUCATIONAL ATTAINMENT, EMPLOYMENT RATES, AND JOB LEVELS. A RISING YOUTH POPULATION AND A DECREASING LABOR MARKET FOR THE UNSKILLED AND UNDEREDUCATED POINTS TO FUTURE AGGRAVATION OF THIS PROBLEM. THIS DOCUMENT IS ALSO AVAILABLE FOR $1.00 FROM THE NEW YORK CITY YOUTH BOARD, 79 MADISON AVENUE, NEW YORK, N.Y. 10016. (AF)
ERIC: ED020956

5557 YOUTH IN THE LABOR FORCE AN AREA STUDY JUL 76
WESTCOTT, DIANE N.
MONTHLY LABOR REVIEW:99:7:3-9
RURAL YOUTH, URBAN YOUTH, SUBURBAN YOUTH, YOUTH EMPLOYMENT, STATISTICAL STUDIES, UNEMPLOYMENT, TEENAGERS, RURAL URBAN DIFFERENCES, STATISTICAL DATA, EMPLOYMENT PATTERNS
IN THE STUDY REPORTED, THE LABOR FORCE CHARACTERISTICS OF THE NATIONS 16.2 MILLION TEEN-AGERS (AGED 16 TO 19) ARE REVIEWED AND EVALUATED FOR THREE TYPES OF AREA CENTRAL CITIES, SUBURBAN RINGS, AND NONMETROPOLITAN AREAS. TABLES GIVE DATA ON TEEN-AGE EMPLOYMENT AND UNEMPLOYMENT, COMPARING SEX, RACE, AND OCCUPATIONAL GROUPS. (AUTHOR/AJ)
ERIC: EJ142453

5558 YOUTH IN THE LABOR MARKET: A REPORT ON THE CHARACTERISTICS OF HIGH SCHOOL GRADUATES OF THE CLASS OF 1962 IN WASHINGTON STATE AND THEIR WORK EXPERIENCE FROM JUNE 1962 THRU MAY 1964 AND A CASE STUDY OF DROPOUT RESPONSE. FEB 65
NOTES: 75P.
DROPOUT PROBLEMS, DROPOUTS, EMPLOYMENT EXPERIENCE, EMPLOYMENT PROBLEMS, FOLLOWUP

(CONT.)

5558 STUDIES, GRADUATE SURVEYS, HIGH SCHOOL GRADUATES, INDIVIDUAL CHARACTERISTICS, POST SECONDARY EDUCATION, UNEMPLOYMENT, YOUTH EMPLOYMENT, YOUTH PROBLEMS, WASHINGTON

TO EXAMINE THE PROBLEMS OF YOUTH IN THE LABOR MARKET, QUESTIONNAIRES CONCERNING EMPLOYMENT HISTORY FOR THE 2-YEAR PERIOD FOLLOWING HIGH SCHOOL WERE MAILED TO 4,738 RANDOMLY SELECTED FORMER STUDENTS FROM PURPOSIVELY SELECTED REPRESENTATIVE HIGH SCHOOLS IN WASHINGTON. A 60 PERCENT RETURN FROM 1362 GRADUATES INDICATED (1) THE HIGHEST PERCENTAGE OF EMPLOYMENT OCCURRED DURING SUMMER MONTHS, (2) THE UNEMPLOYMENT RATE FOR NONSTUDENTS WAS 14.7 PERCENT, (3) MARRIED YOUTH WERE LESS APT TO ATTEND POST-HIGH SCHOOL TRAINING PROGRAMS, (4) 60 PERCENT OF THE GRADUATES ENTERED AND 47 PERCENT REMAINED IN POST-HIGH SCHOOL EDUCATIONAL PROGRAMS, (5) LACK OF EXPERIENCE AND AGE CAUSED DIFFICULTY IN FINDING WORK, (6) MALES EARNED SUBSTANTIALLY MORE THAN FEMALES, (7) EARNINGS WERE HIGHEST IN UNSKILLED OCCUPATIONS, (8) MANUFACTURING EMPLOYED THE MOST MALES AND SERVICES THE MOST FEMALES, (9) THE HIGH SCHOOL COURSE PATTERN WAS NOT SIGNIFICANT, AND (10) MOST OF THE GRADUATES WERE WILLING TO UNDERGO ADDITIONAL JOB TRAINING. A 27 PERCENT RETURN FOR THE DROPOUTS REVEALED (1) A HIGHER PERCENTAGE WERE MARRIED, (2) 50 PERCENT WERE IN THE LABOR FORCE, (3) OVER ONE-THIRD WERE IN THE ARMED FORCES, (4) UNEMPLOYMENT VARIED FROM 29 TO 45 PERCENT, AND (5) WAGES WERE LOWER. (GM)

AIM/ARM: VT002491

5559 YOUTH IN THE WIN PROGRAM REPORT ON A SURVEY OF CLIENT BACKGROUNDS, PROGRAM EXPERIENCE, AND SUBSEQUENT LABOR FORCE PARTICIPATION. NOV 75

RICHARDSON, ANN:DUNNING, BRUCE B.

BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 21P.: THIS DOCUMENT IS NOT AVAILABLE EITHER IN MICROFICHE OR HARD COPY DUE TO THE PRINT SIZE OF THE ORIGINAL DOCUMENT

ADOLESCENTS, DROPOUT RATE, EMPLOYEE ATTITUDES, EMPLOYMENT PATTERNS, EMPLOYMENT POTENTIAL, EMPLOYMENT PRACTICES, EMPLOYMENT TRENDS, EVALUATION METHODS, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS, WIN, WORK INCENTIVE PROGRAM

THIS STUDY WAS UNDERTAKEN IN RESPONSE TO EXPRESSIONS OF CONCERN ABOUT THE APPARENT HIGH DROPOUT AND LOW PLACEMENT RATES FOR YOUNG UNDER-22 WORK INCENTIVE PROGRAM (WIN) PARTICIPANTS. THE ANALYSIS IS BASED ON INTERVIEWS WITH 518 YOUNG PEOPLE IN 13 CITIES ACROSS THE UNITED STATES WHO WERE IN THE PROGRAM AT SOME TIME BETWEEN JULY 1971 AND THE SPRING OF 1973. THE OBJECTIVES OF THE ANALYSIS WERE TO EXAMINE PATTERNS OF PROGRAM EXPOSURE AND TO ASSESS THEIR EFFECT ON THE POST-WIN LABOR FORCE BEHAVIOR OF THE RESPONDENTS. CHAPTERS DEAL WITH BACKGROUND OF THE STUDY, STUDY APPROACH, AND SIGNIFICANCE: THE RESPONDENTS: WIN PROGRAM PARTICIPATION AND LEAVING THE PROGRAM: THE POST WIN EXPERIENCE: AND A SUMMARY WITH CONCLUSIONS. FINDINGS PRESENTED IN THE REPORT ARE SAID TO BE INTERPRETABLE IN THE CONTEXT OF LIMITED POSSIBILITIES UNDERLYING THE GOALS AND STRUCTURE OF THE PROGRAM. AS SUCH, WIN IS CONSIDERED NOT TO HAVE STRONG EFFECTS ON THE LIVES OF THOSE WHO APPEAR MOST TO NEED HELP TO BECOME PREPARED FOR FULL, SELF-SUSTAINING PARTICIPATION IN THE PRIMARY LABOR MARKET. FINDINGS ARE SEEN TO SHOW A CONSISTENT TENDENCY TO PROVIDE THE HIGHER-POTENTIAL PROGRAM EXPOSURES TO THE CLIENTS WHO ALREADY HAVE THE GREATEST INITIAL PREPARATION FOR THE LABOR MARKET. (AUTHOR/AM)

ERIC: ED117264 BUREAU OF SOCIAL SCIENCE RESEARCH, INC., 1990 M STREET, N.W., WASHINGTON, D.C. 20036 (PRICE NOT QUOTED)

5560 YOUTH IN TRANSITION VOLUME V, YOUNG MEN AND MILITARY SERVICE. 72

JOHNSTON, JEROME:BACHMAN, JERALD G.

MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. DEPARTMENT OF DEFENSE, WASHINGTON, D.C.

CONTRACT NO. 259

MALES, MILITARY SERVICE, EMPLOYMENT, STUDENT CHARACTERISTICS, HIGH SCHOOL STUDENTS, HIGHER EDUCATION, PREDICTOR VARIABLES, FAMILY BACKGROUND, NATIONAL SURVEYS, CAREER CHOICE

THIS BOOK IS THE FIFTH IN A SERIES OF MONOGRAPHS DOCUMENTING THE YOUTH IN TRANSITION PROJECT, A LONGITUDINAL STUDY COVERING THE HIGH SCHOOL YEARS OF A NATIONWIDE REPRESENTATIVE SAMPLE OF 2213 YOUNG MEN. THE PROJECT BEGAN BY COLLECTING DATA ON THE SAMPLE AS THEY ENTERED GRADE 10 IN 1966 AND HAS CONTINUED BY RE-INTERVIEWING THE SAMPLE AT THE END OF GRADE 11 (1968), GRADE 12 (1969), AND ONE YEAR AFTER GRADUATION (1970). DATA FROM THE MOST RECENT INTERVIEW WAS EXAMINED TO DETERMINE WHICH FACTORS INFLUENCED A YOUNG MAN TO SELECT THE ALTERNATIVE OF MILITARY SCIENCE INSTEAD OF FINDING A JOB OR CONTINUING HIS EDUCATION. FROM THE DATA, IT APPEARS THAT EVEN PRIOR TO ENTRANCE INTO GRADE 10 MANY YOUNG MEN ARE KEYED TO THE CHOICE OF ADVANCED EDUCATION AFTER HIGH SCHOOL. SUCH A CHOICE IS HIGHLY PREDICTABLE FROM APTITUDE AND FAMILY BACKGROUND. THE SAME IS NOT TRUE FOR WORK OR MILITARY CHOICE: THESE CHOICES WERE ADOPTED ONLY IN THE LATER YEARS OF HIGH SCHOOL AND THEN SOMEWHAT RELUCTANTLY. THERE WERE ALMOST NO BACKGROUND CHARACTERISTICS DISTINGUISHING ENLISTEES FROM THOSE WHO TOOK JOBS. IN ADDITION TO DISCUSSING THE PLANS, ATTITUDES, AND BEHAVIOR OF YOUNG MEN FROM 1969-70, THE MONOGRAPH ALSO CONTAINS AN EXAMINATION OF SOME OF THE ISSUES SURROUNDING THE DEBATE OVER AN ALL-VOLUNTEER ARMED FORCES AND AN INDICATION OF THE FEASIBILITY OF ATTRACTING VOLUNTEERS TO SUCH A FORCE USING VARIOUS INCENTIVES. (SB)

AIM/ARM: VT018406

5561 THE YOUTH LABOR MARKET. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS NO.

12. JAN 69
KALACHECK, EDWARD
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C.
NOTES: 97P.
EMPLOYMENT PROBLEMS, ENTRY WORKERS, LABOR MARKET, LITERATURE REVIEWS, MANPOWER NEEDS, MANPOWER UTILIZATION, RESEARCH NEEDS, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, WAGES, WORK EXPERIENCE, YOUTH EMPLOYMENT, YOUTH PROBLEMS
LITERATURE ON THE JOB-HUNTING AND THE WORK RECORDS OF YOUNG PERSONS IN SCHOOL AND DURING THEIR INITIAL PERIOD OF ADJUSTMENT TO FULL-TIME MEMBERSHIP IN THE LABOR FORCE IS REVIEWED AND EVALUATED. WHILE THIS SUGGESTS AN ANALYSIS OF THE LABOR MARKET EXPERIENCES OF 14 TO 24 YEAR OLDS, MOST OF THE LITERATURE TO BE SURVEYED DEALS WITH A MORE NARROWLY DEFINED AGE GROUP, 14-19 OR 16-19. IN SUMMARIZING WHAT IS KNOWN, IT IS ANTICIPATED THAT ASPECTS OF THE EMPLOYMENT, UNEMPLOYMENT, AND LABOR FORCE PARTICIPATION OF TEENAGERS REQUIRING ADDITIONAL RESEARCH WILL BE IDENTIFIED. THIS STUDY TYPIFIES THE TEENAGE LABOR FORCE MEMBER AS BEING ENROLLED IN SCHOOL, AND SEEKING PART-YEAR AND/OR PART-TIME WORK WHICH WILL YIELD SOME INCOME AND SOME WORK EXPERIENCE. THE CLAIMS ON HIS TIME AND ENERGY GENERALLY DO NOT PERMIT HIM TO SERIOUSLY COMPETE FOR JOBS ON A PROMOTION LADDER. CONSIDERABLY MORE INFORMATION IS NEEDED CONCERNING THE ABSOLUTE AND RELATIVE ADVANTAGES OF SIGNIFICANT INVESTMENT IN JOB COUNSELING SERVICES, IN PLACING INCREASED EMPHASIS ON VOCATIONAL EDUCATION, OR IN ESTABLISHING YOUTH PLACEMENT BUREAUS CLOSELY ALLIED TO THE SCHOOL. (CH)
ERIC: ED031568 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, MUSEUMS ANNEX, ANN ARBOR, MICHIGAN 48104.

5562 YOUTH OPPORTUNITY CAMPAIGN - SUMMER 1966, A REPORT OF TRAINING CONDUCTED BY FEDERAL AGENCIES FOR NON-COLLEGE YOUTHS EMPLOYED DURING THE SUMMER OF 1966. FEB 67
NOTES: 20P.
COUNSELING, EDUCATIONAL PROGRAMS, EMPLOYMENT EXPERIENCE, FEDERAL PROGRAMS, JOB SKILLS, OFFICE OCCUPATIONS, ON THE JOB TRAINING, OUT OF SCHOOL YOUTH, PROGRAM DESCRIPTIONS, SUPERVISORS, YOUTH EMPLOYMENT, YOUTH OPPORTUNITY CAMPAIGN
AGENCY PROGRAMS VARIED WITH THE MISSION AND SIZE OF THE AGENCY AND WITH THE NUMBER AND DISPERSION OF NONCOLLEGE YOUTH EMPLOYEES. THE GREAT MAJORITY OF THE EMPLOYED WERE APPOINTED UNDER THE ECONOMIC AND EDUCATIONAL NEED CRITERIA OF THE SPECIAL AUTHORITIES AVAILABLE FOR THE PURPOSE. ON-THE-JOB TRAINING WAS THE EDUCATIONAL METHOD MOST EXTENSIVELY USED BUT OTHER METHODS SUCH AS LECTURES, DISCUSSIONS, ROLE PLAYING, QUESTION-AND-ANSWER SESSIONS, FILMS, AND SLIDE PRESENTATIONS WERE UTILIZED. MOST OF THE SKILLS TRAINING WAS IN THE OFFICE SKILLS AREAS COMMON TO ALL FEDERAL AGENCIES BUT A MAJORITY OF THE AGENCIES PROVIDED A VARIETY OF OTHER LEARNING EXPERIENCES IN ADDITION TO TRAINING IN SPECIFIC SKILLS. AGENCIES PROVIDED INDIVIDUAL AND GROUP COUNSELING AND MANY TRAINED SUPERVISORS ESPECIALLY FOR THE PROGRAM. NEW AND DIFFERENT TRAINING APPROACHES WERE ATTEMPTED BY SOME OF THE REPORTING AGENCIES. SOME IMPLICATIONS WERE -- (1) GUIDELINES AND TRAINING MATERIALS SHOULD BE DEVELOPED EARLIER IN THE YEAR TO ALLOW AGENCIES MORE TIME FOR PLANNING, (2) CONSIDERATION OF INDIVIDUAL NEEDS AND PROBLEMS IS OF SPECIAL IMPORTANCE, AND (3) THE WORK EXPERIENCE WAS PARTICULARLY VALUABLE IN PREPARING THE YOUTHS FOR THE BUSINESS WORLD. (WB)
AIM/ARM: VT003278

5563 YOUTH OPPORTUNITY CAMPAIGN DEMONSTRATION PROJECT DEC 65
COLORADO STATE DEPT. OF PUBLIC WELFARE, DENVER.
NOTES: FINAL REPT. 4P
MANPOWER UTILIZATION, YOUTHS, PROJECTS, COLORADO, AID TO FAMILIES WITH DEPENDENT CHILDREN, SUMMER EMPLOYMENT, SRS
THE PROJECT WAS AIMED AT ENCOURAGING AFDC YOUTH TO SEEK EMPLOYMENT DURING THE SUMMER BY EXEMPTING THEIR INCOME FROM CONSIDERATION IN DETERMINING THEIR FAMILYS ELIGIBILITY FOR WELFARE PAYMENTS. (AUTHOR)
NTIS: PB-217 203/9 NTIS PRICES PC$3.00/MF$0.95

5564 THE YOUTH OPPORTUNITY CENTERS OF THE PUBLIC EMPLOYMENT SERVICE . JUN 66
KRANZ, HARRY
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH
NOTES: 27P.
YOUTH PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, PROGRAM DESCRIPTIONS, YOUTH OPPORTUNITY CENTERS, YO
THE YOUTH OPPORTUNITY CENTERS (YOC) ARE OPERATED BY STATE EMPLOYMENT SERVICES WITH FUNDS AND GUIDANCE PROVIDED BY THE U.S. DEPARTMENT OF LABORS BUREAU OF EMPLOYMENT SECURITY. PRESENT PLANS CALL FOR MORE THAN 175 YOCS IN 140 CITIES THROUGHOUT THE NATION AND SERVING 1,000,000 YOUTH, 16 TO 21, WITH OUTREACH, COUNSELING, TESTING, JOB DEVELOPMENT, PLACEMENT, FOLLOWUP, AND REFERRALS TO TRAINING AND REMEDIAL SERVICES. THE YOC EMPHASIZES EMPLOYABILITY. THE CENTERS ARE LOCATED IN OFFICES SEPARATE FROM THOSE OF THE REGULAR EMPLOYMENT SERVICES IN FRINGE AREAS BETWEEN THE POCKETS OF POVERTY THAT MAKE UP THE SLUMS, AND THE BUSINESS AREA OF THE CITY. NEARLY 421,000 NEW APPLICANTS WERE SERVED BY THE CENTERS FROM THE TIME THE FIRST YOC OPENED IN FEBRUARY, 1965, UNTIL THE END OF 1965. MORE THAN 100,000 YOUTH JOB PLACEMENTS WERE MADE DURING THE FIRST YEAR OF OPERATION. FARM PLACEMENT ACCOUNTED FOR 3 PERCENT, UNSKILLED OCCUPATIONS 31.1 PERCENT, CLERICAL AND SALES POSITIONS 30.7 PERCENT, AND SERVICE TRADES 20.3 PERCENT OF THE 100,000 PLACEMENTS. THE IMPORTANCE OF COORDINATION WITH THE COMMUNITY ACTION PROGRAM, MDTA PROGRAM, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, AND OTHER REMEDIAL PROGRAMS IS EMPHASIZED. SOME PROBLEMS OF THE YOC ARE DISCUSSED. (PS)

5565 YOUTH OPPORTUNITY PROGRAM. FINAL REPORT. MAY 70
IOWA STATE DEPT. OF SOCIAL SERVICES, DES MOINES.
NOTES: 17P.
CULTURALLY DISADVANTAGED, DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, SEASONAL EMPLOYMENT, SUMMER PROGRAMS, WORK EXPERIENCE, YOUTH EMPLOYMENT, YOUTH PROGRAMS
THE OBJECTIVES OF THIS SUMMER EMPLOYMENT PROGRAM FOR ECONOMICALLY OR EDUCATIONALLY DISADVANTAGED YOUTH WERE TO (1) PROVIDE THEM WITH MEANINGFUL WORK EXPERIENCE, (2) ENCOURAGE THEM TO COMPLETE THEIR EDUCATION, AND (3) PROVIDE THEM WITH AN OPPORTUNITY TO EARN AND SAVE MONEY. APPROXIMATELY 1,204 YOUTH FROM FAMILIES RECEIVING AID TO DEPENDENT CHILDREN PARTICIPATED IN ONE OF THREE PROJECTS, EACH PROVIDING COUNSELING SERVICES AND EMPLOYMENT OPPORTUNITIES. MOST OF THE JOB OPPORTUNITIES WERE OF THE PUBLIC WORKS NATURE INVOLVING THE MAINTENANCE AND MINOR REPAIR OF PUBLIC BUILDINGS, FACILITIES, AND LANDS. A FEW OF THE JOBS REQUIRED AND/OR TAUGHT BASIC SKILLS. SOME ACCOMPLISHMENTS OF THE PROGRAM WERE (1) YOUNG PEOPLE HELPED OTHER YOUNG PEOPLE FIND SUMMER JOBS, (2) PROBLEM YOUTH RECEIVED INTENSIVE COUNSELING ASSISTANCE, (3) YOUTH PERFORMED IMPORTANT SERVICES TO THE COMMUNITY, AND (4) YOUTH DEVELOPED WORK HABITS WHILE LEARNING TO ACCEPT DISCIPLINE AND RESPONSIBILITY. THE OBJECTIVES AND ELIGIBILITY REQUIREMENTS FOR THE THREE SUMMER PROJECTS ARE DISCUSSED. (SB)
ERIC: ED067456 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 209 092, MF $0.95, HC $3.00)

5566 YOUTH POLICY IN TRANSITION. JUN 76
TIMPANE, MICHAEL; AND OTHERS
RAND CORP., SANTA MONICA, CALIF. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. OFFICE OF THE ASSISTANT SECRETARY FOR PLANNING AND EVALUATION.
CONTRACT NO. HEW-100-75-0105 GRANT NO. 0168-7401-P2021
NOTES: 192P.; FOR RELATED DOCUMENTS, SEE ED 095 303 AND ED 085 826
ADULT CHARACTERISTICS, CAREER EDUCATION, DEVELOPMENT, EDUCATIONAL CHANGE, EDUCATIONAL NEEDS, EDUCATIONAL POLICY, GRADUATION REQUIREMENTS, HIGH SCHOOLS, INSTITUTIONAL ENVIRONMENT, PROBLEMS, SCHOOL IMPROVEMENT, SECONDARY EDUCATION, SOCIAL CHANGE, SOCIALIZATION, SOCIAL SCIENCE RESEARCH, SOCIAL STATUS, WORK EXPERIENCE, YOUTH, YOUTH EMPLOYMENT
A STUDY TEAM WAS COMMISSIONED TO CRITICALLY REVIEW THREE INDEPENDENT REPORTS ON YOUTH AND SCHOOLING YOUTH TRANSITION TO ADULTHOOD; THE EDUCATION OF ADOLESCENTS; AND THE REFORM OF SECONDARY EDUCATION. THE STUDY TEAM EXAMINED THE REPORTS IN LIGHT OF THE MOST RECENT AVAILABLE SOCIAL SCIENCE EVIDENCE. THE THREE REPORTS, PRESENTING SIMILAR ANALYSES OF THE STATUS OF AMERICAN YOUTH AND THE INSTITUTIONS SERVING THEM AT THE END OF THE 1960S, PROPOSED A DIRECTION FOR REFORM (1) DISPERSION OF YOUTH FROM SCHOOLS TO WORK PLACE AND COMMUNITY; (2) INDIVIDUALIZATION AND DIVERSIFICATION OF HIGH SCHOOL PROGRAMS; (3) CURRICULAR REFORMS; AND (4) NEW METHODS OF SCHOOL GOVERNANCE. THIS REPORT IS ARRANGED INTO FIVE MAJOR SECTIONS. THE FIRST THREE SECTIONS CONTAIN PARALLEL AND DETAILED ANALYSES OF THE REPORTS. SECTION I REVIEWS THE REPORTS. SECTION II DEALS WITH SOME CONSTRAINTS OF THE ADOLESCENT LIFE STAGE DEPICTED BY THE REPORTS, SUCH AS AGE SEGREGATION, PROLONGATION OF ADOLESCENCE, AND PEER GROUP DEVELOPMENT. SECTION III FOCUSES ON SCHOOL YOUTHS ENCOUNTERS WITH THE LABOR MARKET AND SECTION IV COVERS FINDINGS AND PROPOSALS THAT CONCERN THE ORGANIZATION AND PERFORMANCE OF HIGH SCHOOLS. EACH CHAPTER ALSO SPELLS OUT MAJOR CONSIDERATIONS THAT THE REPORTS SLIGHT OR OMIT. SECTION V ATTEMPTS TO DEFINE POLICY STEPS THAT SEEM FEASIBLE AND SENSIBLE BASED ON THE REVIEW AND EVENTS THAT HAVE OCCURRED SINCE THE THREE REPORTS WERE WRITTEN. THE STUDY TEAM SUGGESTS THAT SOME FINDINGS OF THE THREE REPORTS WERE OVERDRAWN, THE FINDINGS REST ON A WEAK RESEARCH BASE, AND SOME PROPOSED REFORMS MAY BE LESS NECESSARY OR FEASIBLE THAN STATED OR WOULD HAVE EFFECTS OTHER THAN THOSE INTENDED. (AUTHOR/ND)
ERIC: ED132067 PUBLICATIONS, RAND CORPORATION, 1700 MAIN STREET, SANTA MONICA, CALIFORNIA 90406 ($7.00 SOFTBOUND)

5567 THE YOUTH SERVICE OFFICERS COURSE 1968-69 RECORD OF AN EXPERIMENTAL APPROACH TO IN-SERVICE TRAINING. 70
GIBSON, A.
YOUTH SERVICE INFORMATION CENTER, LEICESTER (ENGLAND).
NOTES: 87P.
CHANGING ATTITUDES, EDUCATIONAL NEEDS, GOVERNMENT EMPLOYEES, GROUPING (INSTRUCTIONAL PURPOSES), INSERVICE EDUCATION, NATIONAL PROGRAMS, PARTICIPANT INVOLVEMENT, PARTICIPANT SATISFACTION, PROJECTS, QUESTIONNAIRES, STATISTICAL DATA, TEACHING METHODS, VOLUNTARY AGENCIES, WORK ATTITUDES, YOUTH LEADERS
THE DEVELOPMENT AND IMPLEMENTATION OF A COURSE CURRICULUM FOR TRAINING YOUTH OFFICERS IN BOTH STATUTORY AND VOLUNTEER EMPLOYMENT IS THE SUBJECT OF THIS DOCUMENT. THE TWIN PRINCIPLES UNDERLYING THE COURSE WERE THE SYSTEMATIC USE OF THE COMBINED TALENTS OF THE STAFF; IMPLEMENTATION OF A STUDENT CENTERED COURSE SEEKING TO MEET HIS NEEDS, DEAL WITH HIS PROBLEMS, MOBILIZE HIS INTERESTS, AND TAP HIS EXISTING RESOURCES. IN ALL 57 PARTICIPATED 45 MALES, AND 12 FEMALES. OF THESE 39 WERE STATUTORY, AND 18 WERE VOLUNTEER YOUTH OFFICERS. THE STUDENTS WERE ACTIVELY ENGAGED IN THE PLANNING AND THE WORKING OF THE COURSE IN A VARIETY OF WAYS DRAWING UP THE SYLLABUS; DEVISING A WORK PROGRAM FOR PROJECTS; SUPPORTING EACH OTHER; AND SELECTING WHAT THEY WOULD STUDY. THE FIRST TWO OF THE FIVE WEEK COURSE WERE SPENT IN STUDYING OBJECTIVES; AND THE REMAINING THREE ON A SELECTION OF ASPECTS OF TRAINING, ADMINISTRATION, EVALUATION, INQUIRY, AND COMMUNITY DEVELOPMENT. ALL MEMBERS UNDERTOOK SOME PROJECT WORK ON A TOPIC OF THEIR OWN CHOICE. STUDENTS VIEWS WERE SOUGHT DURING THE COURSE BY A WEEKLY QUESTIONNAIRE, AND AFTERWARDS BY A FOLLOWUP ASSESSMENT OF THE COURSE BY PARTICIPANTS. THE PREDOMINANT

(CONT.)
5567 FEELING OF RESPONDENTS WAS THAT OF SATISFACTION, PARTICULARLY WITH THE STUDENTS
PARTICIPATION IN DECISION MAKING. (PT)
ERIC: ED045974 THE YOUTH SERVICE INFORMATION CENTRE, HUMBERSTONE DRIVE, LEICESTER,
LE5 0RG, ENGLAND

5568 YOUTH TRAINING IN THE PRIVATE SECTOR A MODEL FOR IMPLEMENTATION. JUN 74
SPRENGEL, DONALD P.; TOMEY, E. ALLAN
SAINT LOUIS UNIV., MO. CENTER FOR URBAN PROBLEMS. MANPOWER ADMINISTRATION (DOL),
WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 173P.
COOPERATIVE PROGRAMS, DROPOUTS, EDUCATIONAL PROGRAMS, MODELS, ON THE JOB TRAINING,
PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, PROGRAM DEVELOPMENT,
PROGRAM EVALUATION, RESOURCE GUIDES, RESOURCE MATERIALS, SECONDARY EDUCATION, STUDENT
EMPLOYMENT, TRAINING OBJECTIVES, URBAN YOUTH, VOCATIONAL EDUCATION, WORK EXPERIENCE
PROGRAMS, WORK STUDY PROGRAMS, YOUTH PROGRAMS, NEW YORK CITY, VEPS, VOCATIONAL
EXPLORATION IN PRIVATE SECTOR PROGRAM, YOUTH TRAINING IN THE PRIVATE SECTOR MODEL
THE REPORT DESCRIBES THE DEVELOPMENT OF THE YOUTH TRAINING IN THE PRIVATE SECTOR MODEL
FOR CONDUCTING ON-THE-JOB TRAINING FOR HIGH SCHOOL AGE YOUTH. IT IS BASED ON A TWO-YEAR
STUDY OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) PROGRAM IN NEW YORK
CITY, WHICH PLACED POTENTIAL DROPOUTS IN WORK/TRAINING POSITIONS IN THE PRIVATE SECTOR
AND PAID A PORTION OF THEIR WAGES. THE FIRST SECTION OF THE REPORT EXAMINES THE VEPS
PROGRAM, STATING PROGRAM OBJECTIVES AND DESCRIBING, ASSESSING, AND DISCUSSING OBSERVED
DEVIATIONS FROM PROGRAM GUIDELINES FOR BOTH OF THE PROGRAMS TWO YEARS. SECTION TWO OF
THE REPORT PRESENTS THE RECOMMENDATIONS FOR THE YOUTH TRAINING IN THE PRIVATE SECTOR
MODEL WITH RESPECT TO ADMINISTRATIVE STRUCTURE AND STAFF, SELECTION OF YOUTH, JOB
DEVELOPMENT AND RESPONSIBILITY OF PRIVATE SECTOR EMPLOYERS, PRE-PLACEMENT ORIENTATION,
WORK TRAINING AND EXPERIENCE, COUNSELING AND EMPLOYER CONTACT, AND CAREER EXPLORATION
SESSIONS. OVER 100 PAGES OF THE REPORT CONTAIN APPENDED MATERIAL COVERING A SAMPLE
ORIENTATION PROGRAM, A SAMPLE VOCATIONAL EXPLORATION PROGRAM, SAMPLE FORMS AND
MATERIALS, AND A BIBLIOGRAPHY OF VOCATIONAL EXPLORATION MATERIALS AND EQUIPMENT. (JR)
ERIC: ED109403 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(NO PRICE GIVEN)

5569 YOUTH TUTORING YOUTH IT WORKED. A REPORT OF AN IN-SCHOOL NEIGHBORHOOD YOUTH CORPS
DEMONSTRATION PROJECT. 31 JAN 68
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER
ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 116P.
CROSS AGE TEACHING, DISADVANTAGED YOUTH, INSTRUCTIONAL MATERIALS, ON THE JOB TRAINING,
PROGRAM PLANNING, SUMMER PROGRAMS, TUTORIAL PROGRAMS, NEIGHBORHOOD YOUTH CORPS, YOUTH
TUTORING YOUTH
THIS DOCUMENT REPORTS A 1967 SUMMER PILOT PROGRAM DESIGNED TO SERVE AS A MODEL FOR
UNITING THE YOUTH-TUTORING-YOUTH CONCEPT WITH THE NEIGHBORHOOD YOUTH CORPS. AN
INTRODUCTORY SECTION OVERVIEWS THE PROJECT IN WHICH 200 14- AND 15-YEAR OLDS WHO WERE
NOT ACHIEVING WELL IN SCHOOL AND WHO HAD FALLEN BELOW GRADE LEVEL IN READING WERE
TRAINED TO SERVE AS TUTORS FOR ELEMENTARY SCHOOL CHILDREN FROM DISADVANTAGED
NEIGHBORHOODS. MAIN SECTIONS OF THE REPORT DESCRIBE (1) HOW IT WORKED IN NEWARK WHERE
NONPROFESSIONAL NEGRO WOMEN OF THE NEIGHBORHOOD SUPERVISED GROUPS OF TUTORS AND TUTEES
AND (2) HOW IT WORKED IN PHILADELPHIA WHERE THE PROGRAM WAS MORE CLOSELY LINKED WITH THE
SCHOOL SYSTEM. APPENDIXES INCLUDE LISTS OF PROJECT PERSONNEL WITH AGE, SEX, AND ETHNIC
DISTRIBUTION OF TUTORS AND TUTEES; DESCRIPTION OF THE PRESERVICE TRAINING OF TEACHERS,
TUTOR SUPERVISORS, AND TUTORS AND OF THE INSERVICE TRAINING AND REMEDIATION FOR TUTORS;
AN ANNOTATED BIBLIOGRAPHY OF BOOKS AND OTHER TEACHING MATERIALS SELECTED FOR THE
PROJECT; DAILY SCHEDULES; DESCRIPTION OF FIELD TRIPS AND OF THE EFFECTS OF THE NEWARK
RIOTS ON THE PROGRAM; AN EVALUATION OF TUTOR AND TUTEE ACHIEVEMENT AND ASSESSMENT OF
EACH ASPECT OF THE PROGRAM; PLANS FOR EXTENSION OF THE PHILADELPHIA PROGRAM; AND AN
OUTLINE OF PROCEDURES FOR ESTABLISHING AN INSCHOOL NEIGHBORHOOD YOUTH CORPS TUTORING
PROGRAM. ED 026 340 IS A RELATED DOCUMENT. (JS)
ERIC: ED030614

5570 YOUTH TUTORING YOUTH. FINAL REPORT. JAN 69
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER
ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 91P.
CROSS AGE TEACHING, DISADVANTAGED YOUTH, EDUCATIONAL STRATEGIES, PROGRAM EVALUATION,
UNDERACHIEVERS, YOUTH TUTORING YOUTH
THE RESULTS OF A STUDY CONDUCTED BY THE NATIONAL COMMISSION ON RESOURCES FOR YOUTH,
INC., (NCRY) TO DEMONSTRATE THE FEASIBILITY OF A YOUTH TUTORING YOUTH PROGRAM (DESIGNED
TO PUT 14- TO 15-YEAR-OLD DISADVANTAGED UNDERACHIEVERS TO WORK AS PAID TUTORS OF SIMILAR
ELEMENTARY SCHOOL CHILDREN) FOR POSSIBLE IMPLEMENTATION AS A PROJECT OF THE NEIGHBORHOOD
YOUTH CORPS (NYC) ARE THE SUBJECT OF THIS FINAL REPORT. OPENING SECTIONS DESCRIBE THE
PHILOSOPHY OF THE TUTORING PROGRAM, EMPHASIZING ITS SEVERAL LEVELS OF IMPACT
(IMPROVEMENT OF SELF-CONCEPT, STUDY HABITS, TUTEE WORK, SCHOOL-COMMUNITY RELATIONSHIP,
AND SCHOOL REFORM EFFORTS TOWARD DROPOUT PREVENTION) AND THE HISTORY OF THE PROGRAM,
OUTLINING TWO DEMONSTRATION PROJECTS AND A PROGRAM MODEL (DEVELOPED FROM THE
DEMONSTRATION PROJECTS) USED TO DEVELOP AND CONSTRUCT REPLICATE PROGRAMS. BRIEF
DESCRIPTIONS OF NCRY STRATEGIES FOR IMPLEMENTATION AND OF THE 1968 IMPLEMENTATION OF
REPLICATE PROGRAMS IN 13 CITIES, TWO COMMUNITY-CONTROLLED SCHOOLS, AND ONE RURAL AREA

(CONT.)
5570 ARE OFFERED IN THE FOLLOWING SECTION. CLOSING SECTIONS DEAL WITH MEASURING THE SUCCESS OF THE YOUTH TUTORING YOUTH PROGRAM (ASSESSING THE PROBLEMS OF EVALUATING PROGRAMS WHICH INVOLVE BEHAVIORAL CHANGE, DEFINING THE GOALS OF THE PROGRAM, AND DISCUSSING THE CASE OF A REPRESENTATIVE TUTOR) AND FUTURE NCRY ASSISTANCE TO NYC. APPENDED ARE A DESCRIPTION OF THE PHILADELPHIA PUBLIC SCHOOL PROGRAM AND OF INTERNSHIPS, ONE OF THE NCRY STRATEGIES FOR IMPLEMENTATION. SP 002 593 AND SP 002 204 ARE RELATED DOCUMENTS. (SM)
ERIC: ED028997

5571 YOUTH TUTORING YOUTH: SUPERVISORS MANUAL. 68
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 61P.
CROSS AGE TEACHING, DISADVANTAGED YOUTH, EVALUATION CRITERIA, INSTRUCTIONAL MATERIALS, RECRUITMENT, SUPERVISORY ACTIVITIES, TRAINING TECHNIQUES, TUTORIAL PROGRAMS, YOUTH TUTORING YOUTH
PART ONE OF THIS MANUAL INTRODUCES THE SUPERVISOR TO THE YOUTH TUTORING YOUTH PROGRAM AND OUTLINES HIS PARTICULAR RESPONSIBILITIES: THE OUTLINE ALSO PROVIDES A GUIDE TO SEVEN RESOURCE CHAPTERS IN PART TWO WHICH CONTAIN SPECIFIC INFORMATION ABOUT HOW TO FULFILL THE RESPONSIBILITIES. THROUGH THE RESOURCE CHAPTERS, INFORMATION ON THE FOLLOWING SUBJECTS IS MADE AVAILABLE TO THE SUPERVISOR, WHO IS RESPONSIBLE FOR TRAINING TUTORS (14- AND 15-YEAR-OLD UNDERACHIEVERS WHO ARE ENROLLED IN THE ENROLLED IN THE IN-SCHOOL NEIGHBORHOOD YOUTH CORPS), HELPING RECRUIT TUTORS AND TUTEES (YOUNGER UNDERACHIEVERS), AND TESTING AND EVALUATING TUTOR AND TUTEE PROGRESS (1) ROLE-PLAYING AS A METHOD FOR TRAINING TUTORS--A GUIDELINE AND SAMPLE TRANSCRIPT: (2) WORKSHOPS FOR TRAINING TUTORS IN CREATING INDIVIDUAL LESSONS FOR TUTEES, RELATING TRIPS AND COMMUNITY RESOURCES TO TUTEES, ADMINISTERING INFORMATION TESTS, WRITING DAILY LESSON PLANS, USING AUDIOVISUAL AIDS, AND MAINTAINING GOOD RELATIONS WITH TUTEES: (3) TUTOR REMEDIATION--SUGGESTED IMPROVEMENT ACTIVITIES FOR THE TUTOR ASIDE FROM TUTORING: (4) TESTS AND EVALUATION--TYPES OF DATA THE SUPERVISOR MIGHT FIND USEFUL TO COLLECT: (5) TUTOR AND TUTEE RECRUITMENT: (6) MATERIALS FOR TRAINING SUPERVISORS, AIDES, AND TUTORS AND FOR EXPLAINING THE PROGRAM TO OTHERS: AND (7) COMMERCIAL MATERIALS--A LIST OF ART MATERIALS AND ANNOTATED LISTS OF REFERENCE BOOKS, GAMES, WORKBOOKS, AND READING MATERIALS FOR TUTORS AND TUTEES. SP 002 625 AND SP 002 204 ARE RELATED DOCUMENTS. (LP)
ERIC: ED029992

5572 YOUTH UNEMPLOYMENT AN ECONOMIC ANALYSIS 69 FEB
FOLK, HUGH
NASSP BULL:53:334:41-56
DROPOUTS, ECONOMIC RESEARCH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, LABOR MARKET, MINIMUM WAGE, UNEMPLOYMENT, YOUTH EMPLOYMENT
BASED ON REPORT PREPARED FOR THE CONFERENCE ON TRANSITION FROM SCHOOL TO WORK (PRINCETON UNIVERSITY, MAY 9-10, 1968), SPONSORED BY THE NATIONAL MANPOWER POLICY TASK FORCE.
ERIC: EJ004491

5573 YOUTH UNEMPLOYMENT THE NEED FOR A COMPREHENSIVE APPROACH. MAR 77
LOVELL, MALCOLM:AND OTHERS
NATIONAL ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C.
NOTES: 19P.
ADVISORY COMMITTEES, EDUCATIONAL COORDINATION, EDUCATIONAL NEEDS, EDUCATIONAL POLICY, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, FEDERAL GOVERNMENT, FEDERAL PROGRAMS, GOVERNMENT ROLE, INTERINSTITUTIONAL COOPERATION, JOB TRAINING, MANPOWER DEVELOPMENT, POLICY FORMATION, PUBLIC POLICY, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL EDUCATION, YOUTH, YOUTH EMPLOYMENT, UNITED STATES
THIS REPORT BRIEFLY DESCRIBES SEVERAL DIMENSIONS OF THE YOUTH UNEMPLOYMENT PROBLEM AND DISCUSSES 13 COUNCIL RECOMMENDATIONS FOR LEGISLATIVE CONSIDERATION (1) CONSIDER THE PROBLEM IN A BROAD CONTEXT WHICH INCLUDES COUNSELING, EDUCATION, AND SKILL TRAINING: (2) MESH PROGRAMS AND UTILIZE EXISTING RESOURCES AT ALL GOVERNMENTAL LEVELS: (3) PROMOTE A MAJOR ROLE BY SECONDARY AND POSTSECONDARY VOCATIONAL EDUCATION: (4) PROVIDE FOR VOCATIONAL EDUCATION AND TRAINING IN CONJUNCTION WITH JOBS AND COUNSELING IN ANY YOUTH PUBLIC SERVICE JOB PROGRAM: (5) EXAMINE EXISTING PROGRAMS BEFORE DESIGNING NEW ONES: (6) REQUIRE CETA AND OTHER LEGISLATION TO COORDINATE EFFORTS WITH OTHER RELATED PROGRAMS: (7) EXPAND THE EXISTING SECONDARY VOCATIONAL EDUCATION WORK-STUDY PROGRAM TO INCLUDE ALL JUNIORS AND SENIORS: (8) ESTABLISH COMMUNITY EMPLOYMENT EDUCATION CENTERS FOR FOLLOWUP AND REFERRAL SERVICES TO CLIENTS OF PUBLIC SERVICE EMPLOYMENT PROGRAMS: (9) AMEND CETA TO PROVIDE THE ESTABLISHMENT OF UNIFORM DATA SYSTEMS: (10) AMEND CETA TO PROMOTE COOPERATION WITH VOCATIONAL EDUCATION: (11) AT THE NATIONAL LEVEL, ESTABLISH A CENTRAL AUTHORITY TO COORDINATE ALL EDUCATIONAL, TRAINING, AND PLACEMENT EFFORTS REGARDING UNEMPLOYED YOUTH WITH SIMILAR EFFORTS MADE AT THE STATE LEVEL: (12) ESTABLISH A PILOT PROGRAM GUARANTEEING 1-YEAR EMPLOYMENT FOR UNEMPLOYED HARD-CORE YOUTH: AND (13) ESTABLISH GREATER COOPERATION BETWEEN INDUSTRY, LABOR, EDUCATION, AND MANPOWER PROGRAMS. (EM)
ERIC: ED139912

5574 YOUTH UNEMPLOYMENT VIEWS AND RESPONSES. A GLOBAL PROBLEM JUN 77
WOODS, DOROTHEA
ASPECTS REVUE INTERNATIONALE DU SERVICE VOLONTAIRE:1:2:16-20
UNEMPLOYMENT, YOUTH PROBLEMS, WORLD PROBLEMS, YOUTH EMPLOYMENT, EMPLOYMENT SERVICES, EMPLOYMENT PROBLEMS, GOVERNMENT ROLE, VOLUNTARY AGENCIES, VOCATIONAL EDUCATION, JOE

(CONT.)
5574 TRAINING
CAUSES OF THE PRESENT GLOBAL PROBLEM OF YOUTH UNEMPLOYMENT ARE EXAMINED, ALONG WITH SOME GOVERNMENTAL AND NONGOVERNMENTAL PROGRAMS AND SERVICES TO HELP THE SITUATION, SUCH AS CHANGES IN EDUCATION PRACTICES AND TRAINING POLICIES AND IN JOB CREATION PROJECTS. ROLES OF YOUTH AND OF VOLUNTEER ORGANIZATIONS AREALSO PRESENTED. (MF)
ERIC: EJ165379

5575 YOUTH UNEMPLOYMENT IN INDUSTRIALISED MARKET ECONOMY COUNTRIES JUL-AUG 77
MELVYN, P.
INTERNATIONAL LABOUR REVIEW:116:1:23-38
YOUTH, UNEMPLOYMENT, DEVELOPED NATIONS, EMPLOYMENT PROBLEMS, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, WORK ATTITUDES, EDUCATIONAL RESPONSIBILITY, EDUCATIONAL PROGRAMS
DEALS WITH SOME OF THE PROBLEMS (AND REASONS FOR THE PROBLEMS) WHICH SCHOOL-LEAVERS AND YOUNG WORKERS ENCOUNTER IN THEIR SEARCH FOR JOBS OF TRAINING PLACES. MEASURES TAKEN OR ENVISAGED IN A NUMBER OF COUNTRIES TO ALLEVIATE THE PROBLEMS ARE ALSO REVIEWED. (SH)
ERIC: EJ165408

5576 YOUTH UNEMPLOYMENT IN THE 1974-75 RECESSION JAN 76
HEDGES, JANICE NEIPERT
MONTHLY LABOR REVIEW:99:1:43-56
YOUTH EMPLOYMENT, UNEMPLOYMENT, EMPLOYMENT STATISTICS, TABLES (DATA), ECONOMIC CLIMATE, EMPLOYMENT LEVEL, STATISTICAL ANALYSIS, EMPLOYMENT PATTERNS
AS UNEMPLOYMENT SPREAD AMONG WORKERS AGE 16-24 YEARS, THE RATE OF INCREASE WAS GREATEST FOR MEN IN THEIR TWENTIES: TEENAGERS, HOWEVER, REMAINED FAR MORE SUBJECT TO UNEMPLOYMENT THAN OLDER YOUTH. (AUTHOR)
ERIC: EJ130602

5577 YOUTH UNEMPLOYMENT, BRIDGE JOBS AND NATIONAL POLICY 1977
SPRING, A.J.
ADHERENT, VOL.4, NO.1, APRIL 1977, P. 15-25.
DATA COLLECTION, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, JOB CLASSIFICATION, LABOR MARKET, UNEMPLOYMENT, YOUTH
WITH THE ADVENT OF CHILD LABOR LAWS, YOUTH UNEMPLOYMENT CAME TO BE A SERIOUS PROBLEM, AND OFTEN SPAWNED YOUTH CRIME. AFTER THE RIGIDITY OF TWELVE YEARS OF SCHOOL, THE YOUTH TENDS TO SEEK CASUAL JOB SITUATIONS. SOME SCHOOLS HAVE DEALT WITH THE PROBLEM OF YOUTH TRANSITION FROM SECONDARY TO PRIMARY JOBS BY HAVING YOUTHS WORK AT DIFFERENT JOBS DURING THEIR HIGH SCHOOL CAREER, STEADILY MOVING UP THE PAY AND SKILL SCALES. IN ORDER TO DEAL WITH THE PROBLEM EFFECTIVELY, MORE LABOR MARKET INFORMATION IS NEEDED.
MGMT: ADM7730015

5578 YOUTH UNEMPLOYMENT--A TALE OF TWO GHETTOS 69 FALL
HARWOOD, EDWIN
PUBLIC INTEREST:17:78-87
EMPLOYMENT OPPORTUNITIES, FEMALES, LABOR MARKET, MALES, NEGRO YOUTH, WAGES, WORK ATTITUDES, YOUTH EMPLOYMENT, HOLSTON, NEIGHBORHOOD YOUTH CORPS
ERIC: EJ009093

5579 YOUTH UNEMPLOYMENT--TIME TO DO SOMETHING ABOUT IT.
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 17P.
YOUTH, VOCATIONAL EDUCATION, YOUTH PROBLEMS, UNEMPLOYMENT, MANPOWER UTILIZATION, MANPOWER DEVELOPMENT, MINIMUM WAGE, POPULATION TRENDS, CHARTS
PRESENTED IN THIS SUMMARY DOCUMENT ARE 17 CHARTS AND STATEMENTS CONCERNING YOUTH UNEMPLOYMENT. TOPICS COVERED INCLUDE (1) THE RATIO OF TEENAGE TO ADULT UNEMPLOYMENT RATES, (2) THE POPULATION EXPLOSION, (3) EFFECTS OF STAYING IN SCHOOL, (4) STATE MINIMUM WAGE PATTERNS, AND (5) THE EFFECTS OF A DIFFERENTIAL ON FAMILY INCOME. A RECOMMENDED COURSE OF ACTION IS A SPECIAL MINIMUM WAGE RATE FOR YOUTH. (JS)
AIM/ARM: VT013407

5580 YOUTH UNEMPLOYMENT: A RECURRENT NIGHTMARE OR CAN WE CON THE KIDS AGAIN 1977
ZUCKERMAN, A.
ADHERENT, VOL.4, NO.1, APRIL 1977, P. 43-47.
CAREER DEVELOPMENT, GOALS AND OBJECTIVES, GOVERNMENT AGENCY, GOVERNMENT POLICY, GOVERNMENT PROGRAMS, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, PUBLIC ADMINISTRATION, UNEMPLOYMENT, YOUTH
THE GOVERNMENT PROGRAMS ESTABLISHED IN THE PAST TO DEAL WITH THE PROBLEM OF UNEMPLOYED YOUTH HAVE BEEN UNSUCCESSFUL BECAUSE THEY DEAL ONLY WITH THE SYMPTOMS OF UNEMPLOYMENT, AND NOT THE UNDERLYING PROBLEM. ALL GOVERNMENT AGENCIES MUST DEVELOP AN ATTITUDE AND A SYSTEM WHICH ALLOWS YOUTH TO PREPARE FOR CAREER GOALS, AND DOES NOT CONDEMN THEM FOR FAILURE OR FOR CHANGES MADE IN THE PURSUIT OF THOSE GOALS.
MGMT: ADM7730043

5581 YOUTH UNEMPLOYMENT: HEARING BEFORE THE JOINT ECONOMIC COMMITTEE, CONGRESS OF THE UNITED STATES, NINETY-FOURTH CONGRESS, SECOND SESSION. 9 SEP 76
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 134P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORIGINAL
EMPLOYMENT PROBLEMS, FEDERAL LEGISLATION, FOREIGN COUNTRIES, JOB TRAINING, POLICY

(CONT.)
5581 FORMATION, PUBLIC POLICY, TEENAGERS, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, YOUNG ADULTS, YOUTH EMPLOYMENT
THIS HEARING BEFORE THE JOINT ECONOMIC COMMITTEE CONTAINS STATEMENTS FROM MEMBERS OF CONGRESS AND OTHERS CONCERNING THE HIGH YOUTH UNEMPLOYMENT RATES AND THE YOUTH TRANSITION TO WORK. POSSIBLE WAYS OF IMPROVEMENT ARE DISCUSSED, SUCH AS A NATIONAL VOLUNTARY YOUTH SERVICE, A CIVILIAN CONSERVATION CORPS, AND A RANGE OF YOUTH SERVICE TRAINING PROGRAMS. THE DOCUMENT INCLUDES SEVERAL PREPARED STATEMENTS AND PAPERS SUBMITTED FOR THE RECORD. (MF)
ERIC: ED139913 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.50)

5582 YOUTH 1974 FINANCE-RELATED ATTITUDES. REPORT ON THE INSTITUTES THIRD BIENNIAL SURVEY OF AMERICANS AGES 14 THROUGH 25. 74
INSTITUTE OF LIFE INSURANCE, NEW YORK, N.Y.
NOTES: 79P.
ATTITUDES, CAREER CHOICE, CHANGING ATTITUDES, CONSUMER ECONOMICS, FAMILY ATTITUDES, LIFE STYLE, MIDDLE CLASS VALUES, MONEY MANAGEMENT, NATIONAL SURVEYS, SOCIOCULTURAL PATTERNS, WORK ATTITUDES, YOUTH, YOUTH EMPLOYMENT
THE PROBABILITY SAMPLE FOR THIS NATIONAL SURVEY OF YOUTHS ATTITUDES INCLUDED 2,510 YOUNG PEOPLE BETWEEN THE AGES OF 14 AND 25 YEARS. RESULTS INDICATE THAT AT THE START OF THE 1970S THERE WAS A MAJOR TURN ABOUT IN ATTITUDES. THE FAST CHANGING ATTITUDES OF THE 1960S SEEM TO HAVE BEEN REPLACED BY A MORE STABLE AND CONSERVATIVE SET OF VIEWS AND VALUES. YOUNG PEOPLE HAVE GROWN QUITE SERIOUS AND MORE CONVENTIONAL. INTEREST IN THE YOUTH COUNTERCULTURE HAS DECLINED WHILE THERE IS A GROWING INTEREST IN EXECUTIVE AND PROFESSIONAL LIFESTYLES. DATA ARE INCLUDED ON YOUTHS ATTITUDES TOWARD MONEY, CONSUMERISM, LIFE INSURANCE, LIFE INSURANCE COMPANIES, RESPONSIBILITY FOR FINANCIAL WELL-BEING, ALTERNATIVE LIFESTYLES, MARRIAGE AND THE FAMILY, WORK, AND CAREERS. (AUTHOR/DE)
ERIC: ED107559 INSTITUTE OF LIFE INSURANCE, 277 PARK AVENUE, NEW YORK, NEW YORK 10017 (SINGLE COPY FREE, MULTIPLE COPIES $.50 EACH, WHILE SUPPLY LASTS)

5583 ZURICH: WHERE INFLATION IS 1.1% 1976
MAST, H.J.
EUROMONEY, AUG 1976, P. 95-96.
CONSUMER SPENDING, DEFICIT, ECONOMIC RECOVERY, ECONOMIC TRENDS, GNP, INFLATION, LABOR FORCE, PRODUCTIVITY, PUBLIC SECTOR, RECESSION, SWITZERLAND, UNEMPLOYMENT
DESPITE THE SHARP APPRECIATION OF THE SWISS FRANC, ECONOMIC RECOVERY IS TAKING HOLD IN SWITZERLAND. THE VARIOUS COMPONENTS AND ELEMENTS OF THE SWISS ECONOMY ARE REVIEWED. IT IS UNLIKELY THAT THE RATE OF INFLATION WILL REMAIN AT ITS PRESENT LOW LEVEL.
MGMT: EUR76M0095-2

5584 100 TOP CORPORATE WOMEN 1976
BUSINESS WEEK, NO.2437, JUNE 21, 1976, P. 56-68.
BOARD OF DIRECTORS, CAREER DEVELOPMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT FUNCTIONS, MINORITIES, MOTIVATION, RECRUITMENT, WOMEN IN BUSINESS
WOMEN ARE BECOMING TOP EXECUTIVES AND MANY ARE SOUGHT BY MEN FOR THE BOARDS OF DIRECTORS. 100 TOP WOMEN EXECUTIVES ARE PROFILED IN VARIOUS FIELDS.
MGMT: BWE76F2156

5585 101 WAYS TO DISCRIMINATE AGAINST EQUAL EMPLOYMENT OPPORTUNITY 1976
BURTON, G.E.; PATHAK, D.S.
SAM ADVANCED MANAGEMENT JOURNAL, VOL.41, NO.4, AUTUMN 1976, P. 22-30.
AFFIRMATIVE ACTION, CIVIL RIGHTS, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, FRINGE BENEFITS, GOVERNMENT AGENCY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, LAYOFF, LEGISLATION, MANAGEMENT, MINORITIES IN BUSINESS, PERSONNEL MANAGEMENT, RECRUITMENT, WAGES
THE LAWS DEFINING DISCRIMINATION IN EMPLOYMENT ARE NOT CLEAR ENOUGH TO AVOID MANY MISTAKES IN PERSONNEL ADMINISTRATION ENDING IN LENGTHY LITIGATION. MOST COMMON OFFENSES ARE IN THE AREAS OF RECRUITMENT AND SELECTION, WAGES AND SALARIES, UPWARD MOBILITY, LAYOFF AND DISCHARGE AND FRINGE BENEFITS.
MGMT: SAM76R0022

5586 1969 HANDBOOK ON WOMEN WORKERS. 69
WOMENS BUREAU (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 395P.; WOMENS BUREAU, BULLETIN 294
ADVISORY COMMITTEES, AGENCIES, BIBLIOGRAPHIES, EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, INCOME, MANUALS, ORGANIZATIONS (GROUPS), STATE LEGISLATION, STATISTICAL DATA, STATUS, TRAINING, WOMENS EDUCATION, WORKING WOMEN
THIS HANDBOOK ON AMERICAN WOMEN WORKERS, A READY REFERENCE SOURCE, INCLUDES INFORMATION THAT HAS BECOME AVAILABLE SINCE 1965. PART 1 DEALS WITH WOMEN IN THE LABOR FORCE; PART 2 IS CONCERNED WITH THE LAWS GOVERNING WOMENS EMPLOYMENT AND STATUS; PART 3 TELLS ABOUT THE INTERDEPARTMENTAL COMMITTEE, THE CITIZENS ADVISORY COUNCIL, AND THE STATE COMMISSIONS ON THE STATUS OF WOMEN; PART 4 LISTS ORGANIZATIONS OF INTEREST TO WOMEN; AND PART 5 CONSISTS OF A SELECTED BIBLIOGRAPHY ON AMERICAN WOMEN WORKERS. (NL)
ERIC: ED036739 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.50)

5587 1970 FARM LABOR AND RURAL MANPOWER REPORT. 70
MICHIGAN STATE DEPT. OF LABOR, DETROIT. MICHIGAN EMPLOYMENT SECURITY COMMISSION.
NOTES: 35P.
AGRICULTURAL LABORERS, AGRICULTURAL PRODUCTION, ANNUAL REPORTS, EMPLOYMENT STATISTICS,
MANPOWER UTILIZATION, MIGRANT WORKER PROJECTS, PUBLIC RELATIONS, RURAL AREAS, RURAL
ECONOMICS, TECHNOLOGICAL ADVANCEMENT, MICHIGAN
IN AN EFFORT TO PROVIDE BETTER MANPOWER SERVICES TO WORKERS AND EMPLOYERS IN RURAL
AREAS, THE FARM LABOR AND RURAL MANPOWER SERVICE ESTABLISHED NEW MANPOWER SERVICE
CENTERS IN 4 MICHIGAN COUNTIES DURING 1970. THE FIELD STAFF PROVIDED REFERRAL SERVICES
TO OVER 1,000 MIGRANT FAMILIES AND PROVIDED PART-TIME PERSONNEL SERVICES DURING PERIODS
OF PEAK LOADS IN MANY COUNTIES IN ORDER TO EXPEDITE SUPPORTIVE SERVICES. OVER 20,000
EMERGENCY FOOD STAMP AND SURPLUS FOOD CERTIFICATES WERE ISSUED TO MIGRANT FAMILIES BY
THE DEPARTMENT OF SOCIAL WELFARE. ALTHOUGH PRODUCTION OF FRUIT CROPS AND EMPLOYMENT OF
SEASONAL AGRICULTURAL WORKERS DECLINED DURING 1970, FARM LABOR AND RURAL MANPOWER
SERVICE PERSONNEL MADE 65,416 REFERRALS WHICH RESULTED IN 61,236 PLACEMENTS. THE AVERAGE
EARNINGS OF HOURLY-RATED WORKERS INCREASED, WHILE THE AVERAGE EARNINGS OF PIECE-RATED
WORKERS DECREASED. PARTICIPATING IN THE FINAL YEAR OF THE TEXAS MIGRANT EXPERIMENTAL AND
DEMONSTRATION PROJECT, THE EMPHASIS FOR 1970 WAS AIMED AT SUPPLYING JOB COUNSELING, JOB
TRAINING, AND EMPLOYMENT SERVICES NEEDED TO ASSIST PARTICIPATING MIGRANT FAMILIES IN
FACILITATING THEIR TRANSITION FROM SEASONAL FARM EMPLOYMENT TO OTHER CAREERS WHICH
PROVIDE PERMANENT EMPLOYMENT AND HIGHER INCOMES. TWELVE PROJECT FAMILIES DESIRED TO QUIT
THE MIGRANT STREAM IN 1970 AND SETTLE IN MICHIGAN. A RELATED DOCUMENT IS ED 049 968.
(JM)
ERIC: ED051939

5588 1970 YOUTH MORE NUMEROUS, BETTER EDUCATED, JOB ORIENTED APR 71
AMERICAN VOCATIONAL JOURNAL;46;4;52
ACADEMIC ACHIEVEMENT, EMPLOYMENT PATTERNS, INCOME, PART TIME JOBS, STUDENT MOBILITY,
YOUTH, YOUTH EMPLOYMENT
QUESTIONS AND ANSWERS DEALING WITH A BUREAU OF CENSUS REPORT, CHARACTERISTICS OF
AMERICAN YOUTH. (SB)
ERIC: EJ039914

5589 THE 1972-73 QUALITY OF EMPLOYMENT SURVEY. DESCRIPTIVE STATISTICS, WITH COMPARISON DATA
FROM THE 1969-70 SURVEY OF WORKING CONDITIONS. 74
QUINN, ROBERT P.; SHEPARD, LINDA J.
MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH. EMPLOYMENT STANDARDS
ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL INST. FOR OCCUPATIONAL SAFETY AND
HEALTH (DHEW/PHS), ROCKVILLE, MD.
NOTES: 327P.
BEHAVIOR PATTERNS, EMPLOYEE ATTITUDES, EMPLOYMENT, EMPLOYMENT PROBLEMS, EMPLOYMENT
STATISTICS, INDIVIDUAL CHARACTERISTICS, INTERVIEWS, JOB SATISFACTION, LABOR FORCE,
NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, STATISTICAL STUDIES, TABLES (DATA), VOCATIONAL
ADJUSTMENT, WORK ATTITUDES, WORK ENVIRONMENT, WORK EXPERIENCE
THE SOURCEBOOK OF TABLES PRESENTS BASIC DESCRIPTIVE STATISTICS ON ALL QUESTIONS ASKED IN
THE 1972-73 QUALITY OF EMPLOYMENT SURVEY. BASED ON THE SURVEY OF WORKING CONDITIONS
1969-70, THIS SECOND SURVEY OBTAINED DATA FROM THE SAME POPULATION AND REPEATED THE SAME
CORE MEASURES, WITH SOME ADJUSTMENT. DATA FOR THE SURVEY WERE OBTAINED THROUGH PERSONAL
INTERVIEWS WITH 1,496 PERSONS 16 YEARS OF AGE OR OLDER, AND EMPLOYED FOR PAY FOR 20 OR
MORE HOURS A WEEK. GENERAL SURVEY METHODOLOGY AND OUTCOME MEASURES ARE DISCUSSED. TABLES
ARE GROUPED INTO THE FOLLOWING AREA COMPARISONS AMONG LABOR STANDARD PROBLEM AREAS,
WAGES AND WAGE LOSS, HOURS AND OTHER TIME-RELATED PROBLEMS, HEALTH AND SAFETY,
TRANSPORTATION TO AND FROM WORK, UNIONS, DISCRIMINATION, EMPLOYMENT AGENCIES, JOB
SECURITY, SUPERVISION AND INTERPERSONAL RELATIONS, PROMOTIONS, CONTENT OF WORK, MEANING
OF WORK, AND PERSONAL CHARACTERISTICS. THE ARTICLE, EVALUATING WORKING CONDITIONS IN
AMERICAN IS THE SKY REALLY FALLING SUMMARIZES MANY OF THE 1973 SURVEY STATISTICS, AND
IS PRESENTED IN FULL. THE FULL 1972-73 SURVEY INTERVIEW, INCLUDING THE PAGE NUMBER IN
THE DOCUMENT THAT SHOWS THE APPROPRIATE DESCRIPTIVE STATISTICS FOR EACH QUESTION, AND AN
UPDATED VERSION OF THE DOCUMENTARY PRODUCTS FOR THE 1969-70 AND THE 1972-73 SURVEYS ARE
APPENDED. (LH)
ERIC: ED117-14

5590 1974 WELDING TASK ANALYSIS. 74
BACON, CHARLES FREDERICK
NOTES: 145P.
CAREER LADDERS, CURRICULUM DEVELOPMENT, DATA ANALYSIS, EDUCATIONAL NEEDS, EMPLOYMENT
QUALIFICATIONS, INFORMATION NEEDS, JOB MARKET, JOB SKILLS, MANPOWER NEEDS, MECHANICAL
SKILLS, METAL WORKING OCCUPATIONS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS,
SCHOOL INDUSTRY RELATIONSHIP, STATISTICAL DATA, TABLES (DATA), TASK ANALYSIS, TRADE AND
INDUSTRIAL EDUCATION, WELDERS, WELDING
THE STUDY SEEKS TO PROVIDE CURRENT EMPIRICAL DATA FOR WELDING CURRICULUM DEVELOPMENT AND
UPDATING AND FOR AN OCCUPATIONAL LADDER. TO SECURE INFORMATION, A DESCRIPTIVE SURVEY WAS
CONDUCTED IN WASHINGTON, OREGON, AND BRITISH COLUMBIA. A WELDER AND WELDING SUPERVISOR
IN EACH OF 53 RESPONDING INDUSTRIES FILLED OUT AN IN-DEPTH QUESTIONNAIRE; THE
RESPONDENTS REPRESENT BOTH LARGE AND SMALL INDUSTRIES HIRING FROM 4 TO 600 WELDERS.
QUESTIONNAIRES FILLED OUT BY 12 AMERICAN WELDING SOCIETY REGIONAL PRESIDENTS ASSURED THE
STUDY GREATER VALIDITY. THE QUESTIONNAIRE CONSISTED OF 36 QUESTIONS DIVIDED INTO FIVE
SUB-DIVISIONS GENERAL INFORMATION, BASIC EDUCATION, WELDING-RELATED KNOWLEDGE
REQUIREMENTS, WELDER-RELATED SKILLS AND FUNCTIONS, AND THE MANIPULATIVE SKILLS REQUIRED

(CONT.)
5590 FOR A PRODUCTION WELDER. THE ANALYSIS OF THE QUESTIONNAIRE IS PROVIDED QUESTION-BY-QUESTION WITHIN EACH SECTION OF THE STUDY, WITH THE NECESSARY DATA TABULATION PROVIDED AND REFERENCED. ELEVEN RECOMMENDATIONS FOR CURRICULUM DEVELOPMENT EMPHASIZE THE NEED FOR AREA SURVEYS OF NEEDS, SCHOOL-INDUSTRY COOPERATION, DEVELOPMENT OF AN OCCUPATIONAL LADDER, MORE COOPERATIVE WORK-EXPERIENCE PROGRAMS, AND INSTRUCTION OF EXPERIENCED WELDERS TO ENABLE THEM TO BECOME ON-THE-JOB TRAINERS OF NEW WELDERS. EXTENSIVE APPENDIXES INCLUDE COPIES OF THE QUESTIONNAIRES, INFORMATION ABOUT AND REMARKS MADE BY THE RESPONDENTS, AND A LIST OF INDUSTRIAL CONCERNS. (AJ)
ERIC: ED139361

5591 1975 COMMUNITY COLLEGE FOLLOW-UP SYSTEM SUMMARY OF FINDINGS. SPRING 1976. 75
VINARSKAI, EUGENE T.;AND OTHERS
OREGON STATE DEPT. OF EDUCATION, SALEM. CAREER AND VOCATIONAL EDUCATION SECTION.
NOTES: 30P.
COMMUNITY COLLEGES, DROPOUTS, EMPLOYMENT PATTERNS, FEMALES, FOLLOWUP STUDIES, GRADUATE SURVEYS, JOB SATISFACTION, JUNIOR COLLEGES, MALES, PARTICIPANT SATISFACTION, SALARY DIFFERENTIALS, STUDENT ATTITUDES, TRANSFER STUDENTS, VOCATIONAL FOLLOWUP, OREGON
THIS REPORT SUMMARIZES THE PROCEDURES AND FINDINGS OF THE 1974-75 OREGON COMMUNITY COLLEGE FOLLOW-UP SURVEY OF A STATEWIDE SAMPLE OF COMMUNITY COLLEGE GRADUATES AND EARLY LEAVERS. DATA OBTAINED BY MEANS OF THE SURVEY QUESTIONNAIRE WERE ANALYZED IN AGGREGATE, WITH NO SEPARATE ANALYSES CONDUCTED FOR INDIVIDUAL COLLEGES. AMONG THE MAJOR FINDINGS WERE (1) ONE-HALF OF THE GRADUATES SURVEYED WERE EMPLOYED FULL-TIME WHILE AN ADDITIONAL 34% WERE CONTINUING THEIR EDUCATION; (2) ONE-HALF OF THE RESPONDENTS IDENTIFIED AS EARLY LEAVERS WERE CONTINUING THEIR EDUCATION WHILE AN ADDITIONAL ONE-THIRD WERE EMPLOYED FULL-TIME; (3) TWICE AS MANY GRADUATES AS EARLY LEAVERS WERE WORKING IN AN AREA RELATED TO THEIR COMMUNITY COLLEGE PROGRAM; (4) RESPONDENTS INDICATED OVERALL SATISFACTION WITH THE PROGRAMS AND SERVICES OFFERED AT OREGON COMMUNITY COLLEGES; (5) OVER ONE-HALF OF ALL RESPONDENTS WHO WERE CONTINUING THEIR EDUCATION WERE DOING SO IN A STATE HIGHER EDUCATION INSTITUTION; (6) ONE-FOURTH OF ALL CONTINUING STUDENTS WERE STUDYING AT COMMUNITY COLLEGES; (7) AVERAGE SALARY FOR FEMALES EMPLOYED FULL-TIME WAS $510 PER MONTH WHILE FOR MALES THE FIGURE WAS $630 PER MONTH; AND (8) LOWER DIVISION TRANSFER STUDENTS WERE SIGNIFICANTLY MORE LIKELY TO CONTINUE THEIR EDUCATION THAN WERE VOCATIONAL STUDENTS. THE SURVEY INSTRUMENT IS APPENDED. (JCS)
ERIC: ED136977

5592 1976: HOW GOOD A YEAR 1976
DUNS REVIEW, VOL.107, NO.1, JAN 1976, P. 27-31.
ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMICS, HOUSING, INFLATION, INTEREST RATES, LEADING INDICATORS, MONEY MARKET, OPEC, RETAIL INDUSTRY, UNEMPLOYMENT
INTERVIEWS WITH EDWARD M. BERNSTEIN, ELIOT JANEWAY, HENRY KAUFMAN, RALPH ABLON, LEON KEYSERLING, SHERMAN J. MAISEL, EDWARD W. CARTER, AND SIR ROY HARROD ON THE DIRECTION OF THE ECONOMY IN 1976.
MGMT: DUN76A0027

5593 1976: LABORS YEAR OF COMPROMISE 1975
BUSINESS WEEK, NO.2409, DEC 1, 1975, P. 44-50.
AFL-CIO, AUTOMOBILE INDUSTRY, COLLECTIVE BARGAINING, CONSTRUCTION INDUSTRY, CONSUMER PRICE INDEX, COST OF LIVING, ECONOMIC RECOVERY, ECONOMICS, EMPLOYEE BENEFITS, INDUSTRIAL RELATIONS, INFLATION, LABOR MANAGEMENT, LAYOFF, STRIKE, UNEMPLOYMENT, UNIONS, WAGES
LABOR CONTRACT NEGOTIATIONS IN 1976 WILL BE AFFECTED LARGELY BY RATE OF INFLATION AND ECONOMIC RECOVERY BUT THE UNIONS WILL DEMAND LARGE HOURLY INCREASES TO MAKE UP FOR THE RAPID RISE IN CONSUMER PRICES. AUTO CONSTRUCTION, RUBBER, TRUCKING AND ELECTRICAL WORKERS ARE ALL ON THE BARGAINING CALENDAR WITH STRIKES THREATENED IN SOME INDUSTRIES. MANY FACTORS WILL AFFECT BARGAINING OUTCOMES.
MGMT: BWE75L0144

5594 THE 1977 FEDERAL BUDGET 1976
LEVY, M.E.
CHALLENGE, VOL.19, NO.2, MAY-JUNE 1976, P. 45-46.
CONGRESS, DEFICIT, ECONOMIC RECOVERY, ECONOMICS, GOVERNMENT SPENDING, INFLATION, PUBLIC ADMINISTRATION, PUBLIC WELFARE, RECESSION, TAX CUT, UNEMPLOYMENT
LOW CEILINGS ON SPENDING AS PROPOSED BY THE PRESIDENT CANNOT BE MAINTAINED WITHOUT A PAINFUL REORDERING OF PROGRAMS AND PRIORITIES. CONGRESSIONAL ACTION THIS YEAR WILL RESULT IN SMALLER TAX CUTS AND LARGER SPENDING PROGRAMS WITHOUT MUCH INCREASE IN THE SIZE OF 1977 DEFICIT. IN A YEAR OF RECOVERY AND GROWTH, THE BUDGET WILL HAVE A LARGE BUT MANAGEABLE DEFICIT.
MGMT: CHA76EC045-2

5595 1977: TAXATION AT THE CROSSROADS 1977
EVANS, J.H.
VITAL SPEECHES, VOL.43, NO.20, AUG 1, 1977, P. 615-619.
CAPITAL FLOW, CONGRESS, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, GOVERNMENT REGULATION, INCOME TAX, TAX LAW, TAX REFORM
1977 WILL BE AN IMPORTANT YEAR IN DETERMINING THE STRUCTURE OF TAXATION IN THE U.S. IN THE FUTURE INSTEAD OF MOVING TOWARD MORE TAXATION AND MORE GOVERNMENT. INDIVIDUAL AND CORPORATE TAXATION SHOULD BE LOWERED. IF THIS WERE TO HAPPEN, MORE CAPITAL WOULD BE CREATED. THIS CAPITAL COULD THEN BE USED TO CREATE MORE BUSINESSES AND JOBS, AND THUS STIMULATE ECONOMIC GROWTH.
MGMT: VIT77H0115

5596 1991: A GENERIC MANAGEMENT ODYSSEY 1975
DWORAK, R.J.: KLINE, D.S.: MURRAY, L.W. JR.
PROCEEDINGS OF AMERICAN INSTITUTE FOR DECISION SCIENCES, NOV 1975, P. 137-139. BIBLIOG.
Y
ADMINISTRATION, BUSINESS ADMINISTRATION, BUSINESS SCHOOLS, COLLEGES AND UNIVERSITIES,
EDUCATION, HUMAN BEHAVIOR, MANAGEMENT, MANAGER, ORGANIZATION, PRIVATE ENTERPRISE,
PROFIT, PUBLIC ADMINISTRATION, PUBLIC SECTOR, TECHNOLOGICAL CHANGE, TRAINING AND
DEVELOPMENT
DESCRIBES THE CHANGES IN ORGANIZATIONAL AND SOCIETAL STRUCTURE WHICH DICTATE A GENERIC
APPROACH TO MANAGEMENT EDUCATION AND RELATES THE EXPERIENCES OF ONE UNIVERSITYS APPROACH
TO BUILDING A CURRICULUM WHICH WILL PERMIT THE STUDENT TO INTERNATIONALIZE THIS COMMON
GROUND. A RESTRUCTURED PROGRAM FOR MANAGEMENT IS OUTLINED.
MGMT: AI075KP137

5597 2 + 2 + CO-OP % 2 + 3 % A JOB-READY TECHNOLOGIST MAY 75
FURMAN, JAMES D.
ENGINEERING EDUCATION:65:8:810-812
BACHELORS DEGREES, COOPERATIVE PROGRAMS, ENGINEERING TECHNOLOGY, HIGHER EDUCATION, WORK
EXPERIENCE PROGRAMS, ENGINEERING, ENGINEERING EDUCATION, PROGRAM DESCRIPTIONS, SCIENCE
EDUCATION
DESCRIBES CO-OPERATIVE PROGRAMS WHICH PROVIDE BACCALAUREATE DEGREES TO ELECTRICAL,
MECHANICAL, AND CIVIL ENGINEERING TECHNOLOGY STUDENTS WHO HAVE JUST COMPLETED A TWO-YEAR
ASSOCIATE DEGREE PROGRAM. THE CO-OPERATIVE PROGRAMS ARE TWO OR THREE YEARS IN LENGTH,
WITH ALTERNATING QUARTERS OF COURSEWORK AND JOB ASSIGNMENTS. (MLH)
ERIC: EJ125486

5598 200 YEARS OF VOCATIONAL EDUCATION, 1776-1976: THE VOCATIONAL EDUCATION AGE EMERGES,
1876-1926 MAY 76
BARLOW, MELVIN L.
AMERICAN VOCATIONAL JOURNAL:51:5:45-54
VOCATIONAL EDUCATION, EDUCATIONAL HISTORY, EDUCATIONAL LEGISLATION, EDUCATIONAL TRENDS,
VOCATIONAL TRAINING CENTERS, EDUCATIONAL DEVELOPMENT, FEDERAL LEGISLATION, SMITH HUGHES
ACT
THE BEGINNINGS OF VOCATIONAL EDUCATION ARE MORE READILY SEEN DURING THE PERIOD
1876-1926. THEY ARE CHARACTERIZED BY THE RISE OF MANUAL TRAINING, TRADE SCHOOLS, HOME
ECONOMICS MOVEMENTS, AND AGRICULTURAL EDUCATION. THE SMITH-HUGHES ACT WAS PASSED IN
RESPONSE TO THE DEMANDS OF THE NATIONAL SOCIETY FOR THE PROMOTION OF INDUSTRIAL
EDUCATION. (EC)
ERIC: EJ139040

5599 6 DURABLE ECONOMIC MYTHS 1975
DRUCKER, P.F.
THE ARTHUR ANDERSEN CHRONICLE, VOL.36, NO.1, JAN 1976, P. 15-17. P. 15-17.
ECONOMIC THEORY, ECONOMICS, PRODUCTION, SAVINGS, TAXATION, UNEMPLOYMENT
THE AUTHOR OF THIS ARTICLE REFUTES SIX COMMONLY HELD ECONOMIC MYTHS INCLUDING THE MYTH
OF LABOUR SUPPLUS, AMERICAN INDUSTRIAL PLANNED OBSOLESCENCE, HIGH CORPORATE TAXATION,
AND DEVELOPED ECONOMY OVERSAVING.
MGMT: AAC7540015

5600 AN 8 1/2-YEAR RECORD MENTALLY RETARDED WORKERS IN THE FEDERAL SERVICE. NOV 72
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF RECRUITING AND EXAMINING.
NOTES: 21P.
EMPLOYEES, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT
STATISTICS, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, MENTALLY HANDICAPPED
SUMMARIZED IN THIS REPORT ARE EFFORTS EMPLOYED TO SECURE FOR MENTALLY RETARDED PERSONS
INCREASED JOB OPPORTUNITIES IN THE FEDERAL SERVICE. BEFORE ACTUATING THE PROJECT,
EXTENSIVE STUDIES AND JOB TRAINING PROGRAMS WERE CONDUCTED, AND THE INFORMATION OBTAINED
WIDELY DISSEMINATED. SERVICES OF STATE VOCATIONAL REHABILITATION DEPARTMENTS WERE USED
IN DIRECT PLACEMENT, POSTEMPLOYMENT COUNSELING, TRAINING, AND THE SUPERVISION OF
MENTALLY RETARDED EMPLOYEES. TO REDUCE THE RATE OF FAILURE, EVALUATION TECHNIQUES OTHER
THAN COMPETITIVE EXAMINATIONS WERE USED IN ASSESSING EMPLOYMENT QUALIFICATIONS. SINCE
THE INITIATION OF THE PROGRAM 8 1/2 YEARS AGO, A TOTAL OF 7,442 MENTALLY RETARDED
PERSONS HAVE BEEN HIRED BY 40 FEDERAL AGENCIES THROUGHOUT THE UNITED STATES, AND AS OF
JUNE 30, 1972, 53 PERCENT OF THESE PERSONS WERE STILL EMPLOYED, AND SOME 2,105 HAVE
EITHER RECEIVED PROMOTIONS OR CHANGED PAY SYSTEMS. SEVERAL TABLES PRESENT THE DATA. (SN)
ERIC: ED072290

5601 85: BLINDED VETERANS A SUCCESS STORY. 68
GRAHAM, MILTON D.:AND OTHERS
AMERICAN FOUNDATION FOR THE BLIND, NEW YORK, N.Y.
NOTES: 378P.
ADJUSTMENT (TO ENVIRONMENT), ADULTS, BLIND, EXCEPTIONAL CHILD EDUCATION, FAMILY
(SOCIOLOGICAL UNIT), LEISURE TIME, MALES, MEDICAL EVALUATION, MILITARY PERSONNEL,
PARTICIPANT CHARACTERISTICS, PHYSICAL HEALTH, RECREATION, SOCIAL ADJUSTMENT,
SOCIOECONOMIC STATUS, SOCIOMETRIC TECHNIQUES, VETERANS EDUCATION, VISUALLY HANDICAPPED,
VOCATIONAL ADJUSTMENT
A STUDY OF 85 MEN WITH A SERVICE-CONNECTED DISABILITY OF 70(OR GREATER LOSS OF VISION
WAS MADE FROM 10 VETERANS ADMINISTRATION CLINICS. SUBJECTS WERE 20 TO 64 YEARS OF AGE
WITH A MEDIAN OF 46, 95(WHITE, AND 97(WORLD WAR II AND 3(KOREAN WAR VETERANS: 45(HAD

(CONT.)
5601 TAKEN ADVANTAGE OF THE GI BILL FOR EDUCATION, 64(WERE IN THE TOP HALF OF THE COUNTRYS SOCIOECONOMIC STRATA, 70(OWNED HOMES, 80(RECEIVED DISABILITY COMPENSATION, AND 52(LIVED IN CITIES. MOST LIVED IN SMALL PRIMARY FAMILY HOUSEHOLDS, 1/4 HAD MULTIHEALTH FAMILY PROBLEMS, 1/3 HAD EXPERIENCED MARITAL DISRUPTION, AND MOST CONSIDERED THEMSELVES HEADS OF THEIR HOUSEHOLDS. IN GENERAL HEALTH, 20(WERE NORMAL AND 80(HAD CONDITIONS (54(MILD, 11(MODERATE, 15(SEVERE) ; 55(HAD A NORMAL PROGNOSIS FOR LIFE. FOR GENERAL ACTIVITIES, THE RADIO WAS MOST USED IN PASSIVE ENTERTAINMENT, GARDENING AND PICNICS WERE THE MOST POPULAR RECREATION ACTIVITIES WITH 52(; 65(READ (DOUBLE THE NATIONAL AVERAGE), 78(VOTED IN 1960, 91(VISITED, 54(BELONGED TO ORGANIZATIONS, 78(ATTENDED RELIGIOUS SERVICES, AND THOSE WITH SOME VISION WERE FREQUENT TRAVELERS. OF THEIR FRIENDS, 88(WERE SIGHTED. (SN)
ERIC: ED023234 AMERICAN FOUNDATION FOR THE BLIND, INC., 15 WEST 16TH STREET, NEW YORK, NEW YORK 10011

5602 1975
BLACK, M.T.; SCOTT, L.C.; SMITH, L.H.; SIPMON, W.A.
INDUSTRIAL RELATIONS, VOL.14, NO.1, FEB 1975, P. 63-77.
COST BENEFIT ANALYSIS, DATA PROCESSING, ECONOMICS, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, EVALUATION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MINORITIES, POVERTY, RELOCATION, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, URBAN DEVELOPMENT
ON MOVING THE POOR: SUBSIDIZING RELOCATION. A COST-BENEFIT ANALYSIS OF THE MISSISSIPPI LABOR MOBILITY PROJECT, DESIGNED TO RELOCATE WORKERS UNABLE TO SECURE EMPLOYMENT WHERE THEY LIVE.
MGMT: ID27530063